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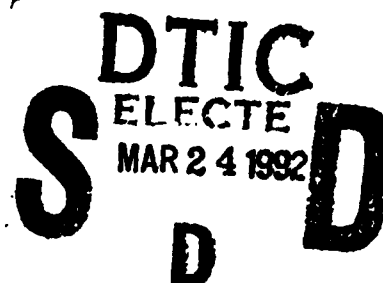
A RAND NOTE

Appendices to PACER SHARE Productivity
and Personnel Management Demonstration
Baseline Evaluation

Bruce R. Orvis, James R. Hosek,
Michael G. Mattock

December 1990

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and Personnel Management Demonstration
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Bruce R. Orvis, James R. Hosek,
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with L. Ani Haigazian, Alvin K. Ludwig

December 1990

Prepared for the
Assistant Secretary of Defense
(Force Management and Personnel)

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PREFACE

This volume contains the appendixes to R-3753-FMP, which describes the PACER SHARE Productivity and Personnel Management Demonstration and the plan that has been developed to evaluate it. The report also presents statistical results concerning quality of worklife, organizational flexibility, and work quality during the baseline period before the demonstration. The appendixes contain information on the demonstration, the survey questionnaire used in the baseline evaluation, and supplementary statistical results.

This study is funded by the U.S. Air Force through a special arrangement with the Office of the Assistant Secretary of Defense (Force Management and Personnel), the research sponsor. It is being carried out by the Defense Manpower Research Center, a component of The RAND Corporation's National Defense Research Institute, a federally funded research and development center sponsored by the Office of the Secretary of Defense and the Joint Chiefs of Staff.

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Appendix A

DEMONSTRATION BACKGROUND AND INTERVENTIONS

This appendix is a more detailed version of some of the material in Sec. I of R-3753-FMP. It includes expanded treatment of PACER SHARE's interventions and intended effects and concludes with a comparison of PACER SHARE with other Office of Personnel Management (OPM) demonstrations. The material is drawn from the description of PACER SHARE provided in the *Federal Register*, Vol. 52, No. 224, November 20, 1987.

THE PACER SHARE INTERVENTIONS

Following are detailed descriptions of the five system changes instituted in the PACER SHARE demonstration project at SM-ALC, including:

- Job series consolidation.
- Revised base pay determination.
- Revised supervisory grading criteria.
- Revised hiring/retention criteria.
- Productivity gainsharing.

Job Series Consolidation

Purpose. This intervention replaces the General Schedule (GS) and Federal Wage System (FWS) classification systems, consolidating 66 current job series into six broadly defined processes. The regrouping aims to improve responsiveness to work and mission requirements by allowing an individual to be assigned to any job in a process for which he is qualified. It should also enrich the quality of worklife through expanded career and training opportunities, because multiple skill training will be provided to take advantage of the flexibility in making job assignments. Finally, the intervention should improve the job classification process by reducing the paperwork and complexity associated with narrowly defined job series.

Classification System. Both the PACER SHARE and traditional job classification systems classify work at different levels to reflect differences in difficulty and responsibilities. However, under the new system, substantially fewer classification levels are used. The job series have been consolidated according to three classification structures, each corresponding to a new pay schedule:

1. Demonstration Hourly (DH), covering all Wage Grade and Wage Leader nonsupervisory positions

2. Demonstration Salaried (DW), covering all GS nonsupervisory positions

3. Demonstration Supervisory (DX), covering all supervisory positions.

The allocation of work to specific categories in the demonstration system is based on contribution to a common outcome (product or service). Each category represents a "process," defined as "the progressive and interdependent arrangement of events, machines, methods, and resources that produce a good or service." Work contributing to the same goal is allocated to the same process; the tasks, knowledges, skills, and abilities required may vary.

Within the DH class, 27 FWS series are consolidated into two processes (see Table A.1):

- *Material Handling Process* encompasses physically receiving, examining, packing, moving, storing, and issuing items.

- *Facilities and Equipment Maintenance* encompasses physically maintaining and repairing material processing equipment and facilities.

Within the DW class, 39 GS series positions are consolidated into three processes:

Table A.1

. HOW PREDEMONSTRATION JOB SERIES ARE GROUPED INTO DEMONSTRATION
PROCESSES AND SUBPROCESSES

Distribution Process (DW-9200)

GS-301	Contractor Monitor
GS-1152	Production Control
GS-1910	Quality Assurance
GS-2001	General Supply Specialist
GS-2003	Supply Management
GS-2005	Supply Clerk/Technician
GS-2010	Inventory Management
GS-2030	Storage/Distribution Facilities Specialist
GS-2032	Packaging Specialist
GS-2101	Transportation Specialist
GS-2102	Transportation Clerk and Assistant
GS-2130	Traffic Management Specialist
GS-2131	Freight Rate Specialist/Assistant
GS-2132	Travel Assistant/Clerk
GS-2134	Shipment Clerk
GS-2135	Transportation Loss/Damage Claims Examiner
GS-2144	Cargo Scheduler
GS-2150	Terminal Management/ Transportation Services
GS-2151	Dispatcher

Management Operations Process (DW-9201)

GS-260	EEO Specialist
GS-301	Administrative Specialist/Quality Circle Facilitator
GS-301	Human Resources Analyst
GS-301	Industrial Management Relations Specialist
GS-301	Reserve Affairs Coordinator
GS-303	Clerk/Assistant/Technician
GS-305	File Clerk/Assistant
GS-318	Secretary
GS-322	Clerk-Typist
GS-332	Computer Operator
GS-334	Computer Programmer/Analyst
GS-343	Management Analyst
GS-344	Management Clerk/Assistant
GS-345	Program Analyst
GS-356	Data Transcriber
GS-392	Communications Operator
GS-560	Budget Analyst
GS-1001	Graphic Arts
GS-1020	Illustrator
GS-1531	Statistical Clerk/Assistant

Engineering Process (DW-9202)

Professional Engineering Subprocess

GS-801	General Engineer
GS-896	Industrial Engineer
GS-899	Engineering Student Trainee

Engineering Technical Support Subprocess

GS-818	Engineering Draftsman
GS-895	Industrial Engineering Technician

Material Handling Process (DH-9400)

WG-3502	Laboring
WG-4602	Blocking and Bracing
WG-4604	Wood Working
WG-5413	Fuel Distribution Systems Operating
WG-5703	Motor Vehicle Operating
WG-5704	Fork Lift Operating
WG-5706	Road Sweeper Operating
WG-5725	Crane Operating
WG-6901	General Equipment Examining
WG-6904	Tool and Parts Attending
WG-6907	Warehouse Working
WG-6910	Material Expediting
WG-6968	Aircraft Freight Loading
WG-7002	Packing
WG-7004	Preservation Packaging

Facilities and Equipment Maintenance Process (DH-9401)

Electronic Subprocess

WG-2606	Electronic Industrial Controls Mechanic
WG-2610	Electronic Integrated Systems Mechanic

Electrical Subprocess

WG-2805	Electrician

Metal Working Subprocess

WG-3414	Machinist
WG-3806	Sheet Metal Mechanic

Painting Subprocess

WG-4102	Painting
WG-4104	Sign Painting

Carpentry Subprocess

WG-4605	Woodcraftsman
WG-4607	Carpentry

Industrial Equipment Repair Subprocess

WG-5352	Industrial Equipment Mechanic

Mobile Equipment Repair Subprocess

WG-5803	Heavy Mobile Equipment Mechanic
WG-5806	Mobile Equipment Servicing

Supervisory Process (DX-9300)

All GS supervisory positions
All FWS supervisory positions (WS)
All PMRS supervisory positions (GM)

- *Distribution Process* covers all custody and transportation transactions.

- *Management Operations Process* covers clerical and general management administrative work.

- *Engineering Process* covers all engineering services.

Within the DX class, all supervisory positions have been consolidated into one process.

Since the processes (and classification levels, see below) under PACER SHARE are broadly defined, work allocation is simplified and required paperwork, classification actions, and promotions are reduced. Only one classification standard is used for each process, incorporating four sets of grading criteria (see below).

Revised Base Pay Determination

Purpose. Base pay determination is revised to achieve three basic goals: (1) allow employees greater salary potential without formal promotion procedures, (2) allow managers more flexibility in the assignment of work, and (3) shift incentives away from individual rewards. The need for formal promotions will be reduced because they will apply only to movement across the four broad pay bands instead of the more narrowly defined current grades. There are four pay bands for each of three classification structures. Each corresponds to a range of GS/GM or FWS grades. Also, through the increased salary potential within bands, pay inversion can be addressed. Historically, pay inversion has served as a potential motivation for migration to FWS positions. The uncertainty of promotion also will be replaced by a predictable pay progression system. Within each band, employees may perform work of varied difficulty and responsibility corresponding to the range of traditional grades. This broadening of potential duties within a single classification level should facilitate the assignment of work to meet the organization's needs. Finally, by deemphasizing individual performance reviews, this intervention will reinforce the emphasis on organizational-level productivity that is the goal of productivity gainsharing.

New Pay Schedules. As noted, the new system consists of three pay schedules covering all employees: blue-collar (DH), white-collar (DW), and supervisory (DX). Within each schedule, current pay grades are banded into broad levels (see Table A.2). The new schedules retain overlapping levels of pay; a senior employee in a lower band may receive higher basic pay than a new employee in the next band up.

The DH pay schedule will be adjusted in accordance with annual Sacramento area wage survey results. The DW schedule will be adjusted whenever a comparability increase changes the GS. Because the DX schedule is based on the DW schedule, it will be adjusted whenever the DW schedule is adjusted.

Table A.2

DEMONSTRATION PAY SCHEDULES AND BANDS

New Pay Schedule and Band	Current Schedule and Grades
DH	FWS
DH-1	WG-1 to WG-3
DH-2	WG-4 to WG-8
DH-3	WG-9 to WG-11
DH-4	WG-12 to WG-15
DW	GS
DW-1	GS-1 to GS-4
DW-2	GS-5 to GS-8
DW-3	GS-9 to GS-12
DW-4	GS-13 to GS-15
DX	GS
DX-1	GS-5 to GS-8
DX-2	GS-9 to GS-12
DX-3	GS-13 to GS-14
DX-4	GS-15

Eliminating Individual Annual Performance Ratings. Under this change, annual performance appraisals with their performance elements, standards, and achievement ratings will no longer be used as a basis for movement within the pay bands. It has been hypothesized that individual performance appraisals are counterproductive because they encourage rivalry and short-term performance at the expense of teamwork and long-term planning. Cooperation is especially important in an organization like DS where work units are interdependent. This intervention dispenses with individual ratings, allowing the time and effort entailed in producing them to be allocated elsewhere.

Nonetheless, some individual incentives remain. Employees may still be promoted from band to band, they will find their career opportunities enhanced through increased cross-training, and on-call workers may earn conversion to career status.

Pay Progression. Within-grade increases, quality step increases, merit increases under the Performance Management and Recognition System, and promotions to grades contained within a given pay band will be replaced by annual pay adjustments. Each employee whose pay is below the upper limit of a pay band will receive a fixed percentage increase to base pay. The increase will be based on which pay band the employee is in and his time in the band, and the length of time set for progression through the band (12 years for DH bands, 25 years for DW-1-3 bands, 16 years for DW-4 and DX-3 bands, and 11 years for DX-4).

Promotions will result in a 10 percent increase to current pay or receipt of the minimum basic pay of the new level, whichever is greater. Employees promoted into the demonstration project will have their pay established by GS and FWS pay-setting practices.

Revised Supervisory Grading Criteria

Purpose. The revised supervisory grading criteria should provide a more flexible system. All supervisors will be placed into the "Supervisory Process" with four pay bands (see Table A.2) based on actual job responsibilities. This "Supervisory Process" consolidates current differences in supervisory job series and pay schedules.

The intervention should increase organizational flexibility in assigning supervisors to the positions where they are most needed by eliminating the need for a specific subordinate structure to be in place. It should also reduce supervisors' disinclination to recommend appropriate staff reductions, because their salaries will no longer be based on the numbers and grades of subordinates supervised. This flexibility in turn should lead to a more optimal organizational structure and improved supervision. By definition, supervisors' pay will become more dependent on their actual job responsibilities. The consolidation of all supervisory and managerial positions into a single process also will establish supervision and management as a distinct career field and should help to reduce pressure on senior level technicians, professionals, and trades personnel to become supervisors in order to realize salary advancement.

Supervisory Position Grading Criteria. The classification of supervisory and managerial positions under the demonstration project aims to emphasize the supervisors' importance to the organization. Six classification criteria with several levels each will be used to base supervisors' pay on their job responsibilities and the difficulty of executing those responsibilities. Points are assigned for each of the six classification criteria; the classification level then is determined based on the total number of points. The six criteria are (1) workload of the organizational unit; (2) position criticality; (3) degree and scope of responsibility delegated; (4) level and purpose of contacts; (5) kind, degree, and character of supervision exercised; and (6) planning horizon. The initial conversion will be made according to the grade conversions shown in Table A.2 (or their salary equivalents).

Revised Hiring/Retention Criteria

Purpose. The traditional on-call hiring authority has been revised to a Demonstration On-Call (DOC) program. For DOC appointees, there will be no automatic conversion to career status after three years; the complex, formal reduction in force (RIF) procedures will not be required for termination if a RIF is mandated; and a ten-day release and recall

notification period will be applicable. The program's main goal is to increase the organization's capability to rapidly adjust the size of the workforce in response to workload and budgetary changes and still retain key skills and personnel. Considerable flexibility should be gained because the ten-day release and recall provision applies to all DOC employees, who are expected to constitute 25 percent of the workforce. Also, by limiting workforce adjustments to DOC employees, the effect can be limited to a segment of the workforce. Potential RIF costs would also be reduced.

Characteristics of the DOC Program. Normally, employees will be hired into the DOC program. They will be given career-conditional appointments and work regular tours. Current career-conditional and career employees will be excluded but may work the on-call schedules consistent with existing provisions (for other than full-time career employment).

Conversion of DOC employees from career-conditional to permanent career status will depend on the needs of DS and employee seniority. A minimum of one year of DOC service will be required. Seniority will be determined based on the date of entry into DS. Although conversion to career status after three years will not be automatic, the planned percentage of career employees will remain close to its predemonstration level. Most individuals should be eligible for conversion after three years, assuming the conversion is consistent with the needs of the organization at the time.

Management will attempt to confine workforce adjustments to DOC employees. First, the processes and levels affected will be determined. DOC employees will then be released (or separated) on the basis of veteran preference and seniority. They subsequently will be entitled to priority placement over new hires for a period of one year.

Productivity Gainsharing

Purpose. Productivity gainsharing provides an extrinsic (economic) incentive to DS employees that should help them and the Air Force realize the opportunities for greater productivity made possible by the accompanying changes in the personnel system and intrinsic (noneconomic) motivators. It is designed to equally distribute the benefits earned by employees and the organization.

The desired effect is to provide a direct connection between organizational performance and individual compensation. The Directorate of Distribution will pay equal dollar shares to all employees; this practice is consistent with the DS organizational perspective. Payments will not be tied to individual performance appraisals, which will be eliminated, and will not provide an incentive for branches or divisions within DS to perform work of uncertain value or lower priority to DS as a whole in an attempt to maximize their own workload indicators. The organization approach also prevents problems concerning inequity of opportunity to earn gainshares within DS. This issue is potentially important, given possible differences in the ability of the individual divisions, branches, and sections within DS to control their own workloads. Gainsharing is also intended to reinforce the current Quality Circle program in DS, by providing a stronger (financial) incentive to participate.

Characteristics of Productivity Gainsharing. Gainsharing will be based exclusively on labor costs, which account for more than 90 percent of total controllable costs. Productivity will be defined as the ratio of work completed to labor dollars expended. Therefore, increases in productivity will be based on increased efficiency in the use of personnel dollars by DS. Such cost savings will be realized only by performing the same work for fewer labor dollars or performing more work for the same labor cost. Thus, unless the workload and funding for DS are increased during the project, the major source of cost savings will be through the ability of the workforce to absorb the workload of employees who leave through natural attrition.

Gainsharing will be based on a quarterly assessment of the labor cost for the actual level and mix of outputs achieved. The cost of producing that level and mix of outputs will be compared with the estimate of what it would have cost to produce the same output during the predemonstration period. If it is determined that there are savings, half of the savings will be returned directly to the Air Force; the remaining half will be split in equal dollar shares among the workers.

RISKS OF THE DEMONSTRATION

Organizational change can involve risk whenever there is uncertainty about how to implement specific changes and the range of their possible outcomes. If the expected outcomes were certain and positive, the changes would be made immediately, barring some factor beyond the organization's control. The interventions of the Sacramento work incentive demonstration are designed to improve the organization, but an intervention could have negative outcomes. Analysts and the proponents of the demonstration must be aware of downside risks, both to ensure the evaluation accounts for them and to understand why the interventions were, or were not, effective.

The following examples, though by no means exhaustive, illustrate negative outcomes that could arise during the demonstration from individual interventions. These issues will be considered at greater length in the annual evaluation reports of the demonstration's outcomes. The reports also will examine the interrelationships among the interventions that are required if they are to be effective--for example, whether the training required to improve responsiveness to workload under series consolidation and pay banding was provided.

Negative Feedback Created by Eliminating Performance Appraisals

The elimination of appraisals may lead workers to believe that their individual efforts will not be recognized or, even if they were recognized, would not increase their pay, which, in their view, should be commensurate with the greater effort expended. Fixed annual

increases will not be tied to their individual performance, however imperfectly measured; instead, they will be set at the same rate for others within the same pay band and could be augmented if a gainshare were paid. By weakening the link between individual effort and individual reward, the worker's incentive to shirk could increase. If that occurred, the productivity of organizational labor would be less likely to increase, and could decrease.

Inefficient Expansion of Supervisory Positions

The supervisory grading intervention permits supervisory positions to be established with fewer subordinate positions than typically required under the current system. It therefore becomes possible to increase the number of supervisors for a given workforce. If supervisory positions are not created in a way that improves efficiency, organization labor productivity might decrease.

Adverse Drift in Productivity Standards

For the purpose of managing the demonstration, cost savings will be computed by an aggregate approach (outlined in Sec. I of the report) that depends on productivity standards. These standards may be periodically reviewed and revised. Although the methods for standard setting are documented and carefully applied, there is room for judgment; thus there will be some variance in the standard that might be chosen. If, by chance, revised standards--unit costs--tended to be set on the low side, then the computation of labor productivity would be biased down, reducing the chance of a gainshare; as a result, the employees could believe that their efforts to be more industrious and innovative were not paying off and they might not make any greater effort than before the demonstration. Further, their effort might conceivably be lower if they mistakenly thought that the downward drift had been *caused* by their greater effort.

Higher Outflow of Workers Because of Expanded Training

Under the consolidated job series intervention, workers must be given multiple skill training. The additional training should qualify them for a wider range of jobs in both the public and private sectors. If pay did not rise commensurately with these expanded opportunities, the outflow of workers would increase once they had been trained. Thus, Sacramento would be spending more to train workers and having a reduced expected payoff period. The higher training and turnover costs could increase the cost of a given workload relative to the current system.

Higher Outflow of Workers From Pay Banding

Workers eligible to compete for promotions under the current system will not be able to do so (within DS) under pay banding if the grade falls within the same band (e.g., GS-9 to GS-11). Since dissatisfaction is likely to result from perceived opportunities as well as actual qualification for such promotions, migration and separation rates could increase. Turnover could also increase among individuals whose near-term step increases exceed their annual pay adjustments under PACER SHARE. Such persons would tend to be drawn from the lower steps within a grade and, thus, from those recently promoted.

Unexpectedly Fast Wage Growth

All workers in a given pay band (or those in the upper or lower half) will receive the same annual relative pay growth. The rate of increase is intended to allow workers' pay (exclusive of gainshare) to rise as fast during the demonstration as it otherwise would have on average, while providing greater salary potential for those at lower pay levels. Suppose, however, that the algorithm used to determine annual pay adjustments overestimated the rate of pay growth before the demonstration. Then the average wage rate under PACER SHARE might rise more rapidly than before, possibly causing cost increases rather than cost savings.

Pressure from Above Not to Reduce Staff

SM-ALC is part of a larger organization, the Air Force Logistics Command (AFLC). If faced with decrease of workload, to protect its own budget or prevent layoffs AFLC could encourage the ALCs to spend all of their current budgets. This might require the performance of discretionary tasks (inventory, rebinning, maintenance, for instance) more frequently or extensively than otherwise. Such tasks are legitimate. However, if the objective is to exhaust the budget rather than accomplish the required workload at least cost, positions vacated by turnover would be filled and there would be little incentive to use the added flexibility in allocating labor provided by the interventions. The budget can be spent faster by less efficient use of labor. In this case there would be little chance for improving productivity or gainsharing, and the workforce could become disillusioned with the prospects held out by the demonstration for improving the organization and the quality of worklife, reducing their identification with DS goals. Further, to outside observers it could appear as if the situation at Sacramento were worsening under the demonstration. Within the framework of the evaluation model, however, Sacramento's relative outcomes would be compared with those of the other ALCs. This would show whether the possible deterioration at Sacramento was any greater than at the comparison sites.

PACER SHARE VS OTHER OPM DEMONSTRATION PROJECTS

PACER SHARE is one of several demonstration projects being conducted under OPM authority to test different initiatives to improve productivity and employee performance by making the federal personnel system more flexible and responsive. Three of those demonstrations began before PACER SHARE:

- Integrated Approach to Pay, Performance Appraisal, and Position Classification for More Effective Operation of Government Organizations (Department of the Navy)

- Alternative Personnel Management System (National Institute of
  Standards and Technology)
- Airway Science Curriculum (Federal Aviation Administration)

The first of these demonstrations is being conducted at the Naval
Ocean Systems Center in San Diego and the Naval Weapons Center at China
Lake. Its purpose is to demonstrate whether federal laboratory
effectiveness can be enhanced by allowing management greater control
over personnel functions and expanding the opportunities available to
employees. Like PACER SHARE, this project examines the benefits of a
simplified classification system and pay banding. However, it does not
emphasize organizational productivity, it retains performance ratings,
and it provides merit pay to reward individual performance rather than
gainsharing to reward collective performance. Also, its participants
are largely white-collar.

The demonstration by the National Institute of Standards and
Technology has much in common with the Navy project. Its goals are to
simplify the classification process, make it more understandable, and
place more decisionmaking authority with line managers. It establishes
pay banding and links salaries to individual performance. It differs
from the Navy demonstration by testing such innovations as sabbaticals
and compensation comparability with the private sector. Participants
are primarily scientists and engineers.

The FAA demonstration is intended to develop alternative
qualifications and recruitment sources primarily for agency technical
occupations. It thus has little in common with PACER SHARE.

Since PACER SHARE began, OPM has approved two more demonstration
projects. One is another FAA demonstration, this one testing retention
allowances covering difficult-to-staff positions at air traffic control
facilties in the Chicago, Los Angeles, New York, and Oakland areas. The
other is a test of skill-based pay by the Defense Logistics Agency at
its Ogden, Utah, depot. A third personnel management demonstration was
legislated by Congress. It provides lump-sum relocation bonuses and
retention allowances to alleviate severe recruitment and retention
problems at the FBI in New York City.

Appendix B

BASELINE SURVEY QUESTIONNAIRE

This appendix presents the questionnaire used in the baseline survey of the workforces at the Air Logistics Centers.

SURVEY OF ATTITUDES IN THE DIRECTORATE OF DISTRIBUTION

PLEASE DO NOT TURN THIS PAGE UNTIL YOU ARE ASKED TO DO SO.

This survey was designed to enable you to provide information on how you feel about your work at the Directorate of Distribution (DS). The results of the survey are completely confidential and anonymous. The completed questionnaires will be taken to The RAND Corporation in Santa Monica, California for analysis. No individual respondents will be identified. No completed questionnaires will be given to DS--only statistical summaries will be provided. We have taken these steps to enable you to answer the questionnaire as openly and honestly as you can. Please feel free to do so. Participation is voluntary. We appreciate your cooperation.

SECTION 1: CURRENT ATTITUDES

Each statement in this section concerns your feelings about your work at
the Directorate of Distribution (DS). Please indicate the extent to
which you agree or disagree with each statement. Mark an "X" in the
numbered box below the response that best indicates how you feel.
Remember, we are interested in YOUR feelings about YOUR work situation.
There are no right or wrong answers to these questions.

1. I usually know whether or not my work is satisfactory.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

2. Regular pay increases here depend on how well a person performs
   his/her job.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

3. The union and management are hostile toward each other.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

4. My unit works well together.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

5. If we have a decision to make, everyone is involved in making it.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

6. Under the present system it is very difficult to motivate employees
   with financial rewards.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

7. When changes are made in DS, the employees usually lose out in the end.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

8. Considering my skills and the effort I put into my work I am satisfied with my pay.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

9. High performers tend to stay with DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

10. What happens to DS is really important to me.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

11. I have confidence and trust in my co-workers.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

12. It is clear how pay decisions are made around here.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

13. Employees here feel you can't trust management in this directorate.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

14. My job duties are clearly defined by my supervisor.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

15. My supervisor encourages subordinates to participate in important decisions.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

16. To help DS, it is necessary that I think of ways to help other sections, branches, or divisions do their jobs.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

17. I have control over how I spend my time working.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

18. My co-workers encourage each other to give their best effort.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

19. My supervisor handles the administrative parts of his/her job well.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

20. I am satisfied with my opportunities for advancement.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

21. My supervisor gives me adequate information on how well I am performing.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

2C

22. Other employers in this area pay more than the government does for the kind of work I am doing.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

23. My supervisor has strong technical skills.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

24. Promotions here depend on how well a person performs his/her job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

25. Coming up with new ways to do my job leads to good job performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

26. If I had the chance I would take a different job within DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

27. I will be promoted or given a better job if I perform especially well.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

28. My supervisor demands that people give their best effort.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

29. My pay is determined by my individual job performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

30. I could find a job with another employer with about the same pay and benefits as I now have.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

31. My supervisor works well with people.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

32. All in all, I am satisfied with the position classification procedures in DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

33. My job allows me to achieve personal satisfaction.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

34. My supervisor is interested in my opinion on how to improve things in DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

35. DS gives me adequate training to do my job well.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

36. If DS saves money because we (i.e., the employees) work harder or better, some of the savings will be shared with us.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

37. I will be demoted or removed from my position if I perform my job poorly.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

38. In DS, conflict that exists between work units gets in the way of getting the job done.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

39. My supervisor keeps informed about the way subordinates think and feel about things.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

40. Management in DS is concerned about me as a person.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

41. If one of my co-workers isn't working hard enough, I would tell him/her so.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

42. It is necessary for DS to minimize costs and maximize performance.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

43. Working hard on my job leads to good job performance.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

44. It is necessary for everyone in DS to help support other directorates such as Maintenance.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

45. In general, I like the way the union handles things.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

46. Coordination among work units is good in DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

47. It would be very hard for me to leave my job even if I wanted to.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

48. Pay differences in DS fairly represent real differences in levels of responsibility and job difficulty.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

49. I deserve most of the credit or blame for how well my work gets done.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

50. My supervisor sets clear goals for me in my present job.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

51. I will be given simpler work or less work if I perform my job poorly.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

52. People in DS will do things behind your back.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

53. To help DS it is necessary that I think of ways to help my section do its job.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

54. In general, I like working here.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

55. I have a great deal of say over what has to be done on my job.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

56. If I have ideas on how other people in DS could improve their work I should tell their supervisors.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

57. My co-workers are afraid to express their real views.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

58. In general, I am satisfied with my job.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

59. In DS, employees receive equal pay for equal work.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

60. The amount of money I will receive for working harder is enough to make me work harder.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

61. Working hard on my job leads to gaining respect from my co-workers.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

62. I am personally responsible for helping DS improve its performance.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

63. Low performers tend to leave DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

64. In DS, you make more money in blue-collar jobs than in white-collar jobs.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

65. New employees in DS are well qualified for their jobs.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

66. In general, disciplinary actions taken in DS are fair and justified.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

67. Employees here take full advantage of their grievance and appeal rights.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

68. In my work unit we tell each other the way we are feeling.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

69. I have all the skills I need in order to do my job.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

70. My pay is fair considering what other places in this area pay for the same kind of work.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

71. In DS, authority is clearly delegated.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

72. For DS to do its mission well it is necessary for me personally to do a good job.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

73. If I have ideas on how people in DS could improve their work I should tell them.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

74. My supervisor encourages me to help in developing work methods and job procedures.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

75. My supervisor helps me solve work related problems.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

76. If I were subject to an involuntary personnel action, I believe I would be told about my grievance and appeal rights.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

77. I have the authority I need to accomplish my work objectives.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

78. Quality control programs help me do my job better.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

79. I will receive more money if I work harder for DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

80. It is necessary for DS to maintain high work quality and timeliness.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

81. All in all, I am satisfied with my pay.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

82. I will get a larger pay increase if I perform especially well.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

83. I have too much at stake in my job to change jobs now.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

84. Under the present system financial rewards are seldom related to employee performance.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

85. I often think about quitting.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

86. My job is challenging.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

87. My pay is fair considering what people in other directorates are paid.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

88. Management is flexible enough to make changes when necessary.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

89. On my job I know exactly what is expected of me.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

90. The work I do on my job is meaningful to me.

| Strongly Disagree [1] | Disagree [2] | Undecided [3] | Agree [4] | Strongly Agree [5] |

91. I am satisfied with the chances I have to learn new things on my job.

| Strongly Disagree [1] | Disagree [2] | Undecided [3] | Agree [4] | Strongly Agree [5] |

92. I am given the opportunities I want to participate in training programs.

| Strongly Disagree [1] | Disagree [2] | Undecided [3] | Agree [4] | Strongly Agree [5] |

93. Management and the union are willing to try solutions which haven't been tried before.

| Strongly Disagree [1] | Disagree [2] | Undecided [3] | Agree [4] | Strongly Agree [5] |

94. In my work unit everyone's opinion gets listened to.

| Strongly Disagree [1] | Disagree [2] | Undecided [3] | Agree [4] | Strongly Agree [5] |

95. I can save money for DS by working harder or better.

| Strongly Disagree [1] | Disagree [2] | Undecided [3] | Agree [4] | Strongly Agree [5] |

96. My supervisor is concerned about me as a person.

| Strongly Disagree [1] | Disagree [2] | Undecided [3] | Agree [4] | Strongly Agree [5] |

97. I have ideas about how I could do a better job for DS.

| Strongly Disagree [1] | Disagree [2] | Undecided [3] | Agree [4] | Strongly Agree [5] |

98. Management is only willing to negotiate about a few specific issues.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

99. I will have better job security if I perform especially well.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

100. All in all, I am satisfied with my work unit.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

101. Employees do not have much opportunity to influence what goes on in DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

102. Competition for jobs here is fair and open.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

103. I am satisfied with the amount of job security I have.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

104. I would prefer not to receive an annual performance appraisal from my supervisor.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

105. During the next year I will probably look for a new job outside DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

106. My own hard work will lead to recognition as a good performer.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

How satisfied are you with the efforts your union has made to get each of the following outcomes for its members?

107. More meaningful work for members?

[1] Very dissatisfied
[2] Dissatisfied
[3] Neither satisfied nor dissatisfied
[4] Satisfied
[5] Very satisfied

108. Fairer job classifications?

[1] Very dissatisfied
[2] Dissatisfied
[3] Neither satisfied nor dissatisfied
[4] Satisfied
[5] Very satisfied

109. Fairer promotion policies?

[1] Very dissatisfied
[2] Dissatisfied
[3] Neither satisfied nor dissatisfied
[4] Satisfied
[5] Very satisfied

110. How satisfied are you with the success your union has in bargaining non-wage issues?

[1] Very dissatisfied
[2] Dissatisfied
[3] Neither satisfied nor dissatisfied
[4] Satisfied
[5] Very satisfied

If I took a new job, I would do so to gain: (Mark the THREE most important.)

111.
112.
113.

[1] More responsibility
[2] Better pay
[3] More job security
[4] Better supervisors
[5] More interesting work
[6] More important program
[7] Better working conditions
[8] More convenient office hours
[9] Better promotion opportunities
[10] More congenial colleagues
[11] Better geographical location
[12] Better benefits

Please indicate how important each of the following is in determining your pay:

114. The quality of your job performance?
[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

115. The quality of your work unit's performance?
[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

116. The amount of responsibility on your job?
[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

117. Your length of service?
[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

118. Would you be willing to serve as a member of a union-management committee?
[1] Yes
[2] No

119. Please rate the amount of effort you put into work activities during an average workday.
[1] No effort
[2] A little effort
[3] Some effort
[4] A lot of effort
[5] Extreme effort

How important is each of the following to you:

120. Challenging work responsibilities?
[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

121. The chance to accomplish something worthwhile?
[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

122. The chance to learn new things on
     on your job?

[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

123. Getting a feeling of accomplishment
     from your job?

[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

124. Retirement benefits?

[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

125. Your chances for getting a
     promotion?

[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

126. The amount of job security you
     have?

[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

127. Your chances for obtaining a
     permanent "career" position?

[1] Not important at all
[2] Somewhat important
[3] Important
[4] Very important
[5] Extremely important

SECTION 2: SUPERVISORS' ATTITUDES

128. It takes too long to get decisions made in DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

129. My pay is based partly on the performance of the workers I supervise.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

130. The work I am responsible for supervising probably could be done with fewer employees.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

131. There is enough staffing flexibility to meet changing work loads.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

132. I have enough authority to hire competent people when I need them.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

133. Top management generally supports the personnel decisions made by supervisors in DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

134. In DS jobs are classified fairly and accurately.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

135. Without performance appraisal it would be more difficult to reward
     or discipline employees.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

136. The criteria used to grade supervisory positions in DS are fair.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

137. The personnel office helps me perform my job effectively.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

138. My pay level is based partly on the number and grades of the people I
     supervise.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

139. It takes too long to process the paperwork needed to fill
     vacancies here.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

140. Supervisors here cooperate with each other for the attainment of
     DS's goals.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

141. I have enough authority to determine my employees' pay.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

142. In DS, my organization recognizes supervisors who take the time to develop their subordinates' knowledge, skills, and abilities.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

143. The personnel department here provides line management with valuable support services.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

144. The work I am responsible for supervising probably could be done with fewer mid-level supervisors.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

145. I have to devote too much time to position classification.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

146. I have enough authority to promote people.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

147. The current system enables me to help the people I supervise improve their performance.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

148. I have enough authority to influence classification decisions.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

149. Supervisors in DS feel their ability to manage is restricted by unnecessary personnel rules and regulations.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

150. I have enough authority to remove people from their jobs if they perform poorly.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

SECTION 3: BACKGROUND

THE INFORMATION COLLECTED IN THIS SECTION WILL ONLY BE USED TO HELP SUMMARIZE THE SURVEY DATA. INDIVIDUALS WILL NOT BE IDENTIFIED.

151. What is your office symbol (e.g., DSTEW)?

— — — — — — — —
(office symbol)

152. How long have you worked in DS?

[1] Less than 1 year
[2] 1 - 3 years
[3] 3 - 5 years
[4] Over 5 years

153. Have you ever been a regular member of a quality circle at DS?

[1] Yes
[2] No

IF YOU HAVE BEEN A MEMBER OF A QUALITY CIRCLE PLEASE ANSWER QUESTION 154.

IF YOU HAVE NEVER BEEN IN A QUALITY CIRCLE PLEASE GO TO QUESTION 156.

154. Are you in quality circle now?

[1] Yes
[2] No

IF YOU ARE IN A QUALITY CIRCLE NOW PLEASE ANSWER QUESTION 155.

IF YOU ARE NOT IN A QUALITY CIRCLE PLEASE GO TO QUESTION 156.

155. How long have you been in this quality circle?

[1] 0 - 3 months
[2] 3 - 6 months
[3] 6 months to 1 year
[4] 1 - 2 years
[5] 2 - 5 years
[6] Over 5 years

156. What is your pay category?

[1] GS   [4] WL
[2] GM   [5] WS
[3] WG   [6] SES

157. What is your pay grade?

[1] 1	[6] 6	[11] 11
[2] 2	[7] 7	[12] 12
[3] 3	[8] 8	[13] 13
[4] 4	[9] 9	[14] 14
[5] 5	[10] 10	[15] 15

158. How long have you been in your present grade or pay level?

[1] Less than 1 year
[2] 1 - 2 years
[3] 2 - 5 years
[4] Over 5 years

159. What type of appointment are you serving under?

[1] Temporary/term appointment
[2] Probationary career conditional
[3] Career conditional
[4] Career
[5] Other

160. How long have you worked for your present immediate supervisor?

[1] 0 - 3 months
[2] 3 - 6 months
[3] 6 months to 1 year
[4] 1 - 2 years
[5] 2 - 5 years
[6] Over 5 years

161. How many years have you been a Federal Government employee? (Exclude military service.)

[1] Less than 1 year
[2] 1 - 3 years
[3] 4 - 9 years
[4] 10 - 14 years
[5] 15 - 29 years
[6] 30 years or more

162. How many years of full-time employment have you had in the private sector?

[1] None
[2] Less than 1 year
[3] 1 - 2 years
[4] 2 - 5 years
[5] Over 5 years

163. How many times have you moved between Federal agencies in the last 10 years? (Count different major DoD components as different agencies.)

[1] Never
[2] Once
[3] Twice
[4] Three or more times

164. What is your job series number and job title (e.g., WG-5703-05, Motor Vehicle Operator)?

_____ and _____
(job series no.)   (job title)

165. Are you currently a member of a local union   [1] Yes
     representing DS employees?   [2] No

IF YOU ARE A SUPERVISOR (ANY LEVEL), PLEASE ANSWER QUESTIONS 166 AND 167.

IF YOU ARE NOT A SUPERVISOR, PLEASE GO TO QUESTION 168.

166. How long have you been officially   [1] Less than 1 year
     designated a supervisor (any level)?   [2] 1 - 2 years
                                               [3] 2 - 5 years
                                               [4] Over 5 years

167. How many employees do you supervise   [1] None
     directly (not at second level)?   [2] 1 - 2
                                               [3] 3 - 5
                                               [4] 6 - 9
                                               [5] 10 - 20
                                               [6] 21 - 30
                                               [7] More than 30

168. How old were you on your last   [1] Under 30   [4] 50 - 54
     birthday?   [2] 30 - 39   [5] 55 - 59
                                      [3] 40 - 49   [6] 60 and over

169. Are you male or female?   [1] Male
                                               [2] Female

170. Are you Black, White, or Other (e.g.,   [1] Black
     American Indian, Eskimo, Aleut, Asian,   [2] White
     or Pacific Islander)?   [3] Other

171. Are you of Hispanic origin or   [1] Hispanic origin
     non-Hispanic origin?   [2] Non-Hispanic origin

172. What is your education level? (Indicate highest grade completed.)

[1] Elementary school (grades 1-8)
[2] Some high school or some technical training
[3] GED (General Educational Development)
[4] Graduated from high school and received regular high school diploma
[5] High school degree plus technical training or apprenticeship
[6] Some college
[7] Two-year associate college degree
[8] Four-year college degree (B.A., B.S., or other bachelor's degree)
[9] Some graduate school
[10] Master's degree
[11] Doctorate degree (Ph.D., M.D., J.D., etc.)

IF YOU WORK AT MC CLELLAN AFB, PLEASE ANSWER THE FOUR QUESTIONS BELOW.

173. I have been adequately informed about the PACER SHARE demonstration project.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

174. I understand how PACER SHARE will affect me and my work.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

175. I am in favor of the PACER SHARE demonstration project.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]

176. Are there any other issues about PACER SHARE that should be addressed in future surveys?

THANK YOU FOR COMPLETING THIS SURVEY. WE APPRECIATE YOUR COOPERATION.

Appendix C

SUPPLEMENTAL SURVEY RESULTS

This appendix presents supplementary information pertaining to the baseline attitude survey. Table C.1 shows the mean response among nonsupervisors for each question in the questionnaire, by ALC. The ALCs are indicated by the "SITENAME" variable: OC is Oklahoma City, Oklahoma; OO is Ogden, Utah; SA is San Antonio, Texas; SM is Sacramento, California; and WR is Warner-Robins, Georgia. Table C.2 shows the comparable results for supervisors. In Table C.3, the nonsupervisor means for the response scales discussed in Sec. II of the report are presented. Table C.4 presents the analogous results for supervisory personnel.

The ordinary least squares (OLS) regression results are shown in Tables C.5 to C.7. Table C.5 presents results for questions 1-127, which all respondents answered. Table C.6 presents results for the response scales based on these questions. Finally, Table C.7 presents results for questions 128-150, which supervisors above answered, and for the response scales based on these questions. As discussed in Sec. II, the purpose of the regression analyses is to determine the extent to which the mean workforce response at SM-ALC differed from that of the comparison ALCs, controlling for differences in the demographic composition and experience base of their samples and workforces. The following discussion describes the background factors included in the analyses and their purposes.

The "SUPER" variable is coded "1" for supervisors and "0" for nonsupervisors. The coefficient thus indicates the difference in mean response for supervisors relative to nonsupervisors. For example, as can be seen on the first page of Table C.5, the mean response for supervisors across all the ALCs was .15 higher (on the five-point scale) for question 1. The "SACTO" variable is coded "1" for SM-ALC respondents and "0" for all others. It is the key variable, indicating the difference in the mean response for SM-ALC relative to the comparison group. "V152" indicates tenure in DS and is coded as indicated in the questionnaire. A higher value reflects longer time in DS. "V156W" is coded "1" for white-collar job holders and "0" for blue-collar job holders. "V157C" indicates pay levels 1-4 as defined in PACER

SHARE and discussed earlier. Higher values reflect higher pay levels. "V158" indicates length of time in current pay grade and is coded as indicated in the questionnaire. Higher values reflect longer times. "V159A" is coded "1" for career category "career" employees and "0" for all others. "V160" indicates length of time worked for current supervisor and is coded as indicated in the questionnaire. Higher values reflect longer times. "V165" is coded "1" for union members and "2" for nonmembers. "V168" reflects the respondent's age and is coded as indicated in the questionnaire. Higher values indicate older respondents. "V169" is coded "1" for males and "2" for females. "V172" reflects education level and is coded as indicated in the questionnaire. Higher values reflect higher education levels. The remaining variables are dummy variables reflecting race and ethnicity. "WHS" is white Hispanic; "BNHS" is black; "OTH" represents all other persons not classified as white non-Hispanic.

Table C.8 presents regression results concerning pretest versus baseline survey attitude differences at SM-ALC. The "ADMIN" variable is coded "1" for the baseline survey respondents and "0" for pretest respondents. The coefficient thus indicates the change in mean response between the two administrations, controlling for possible differences in the composition of the two samples on the other included factors.

Table C.9 highlights the results of the exploratory factor analyses discussed in Sec. II. The factors were generated using the principal factor method and varimax (orthogonal) rotation. Communalities were set equal to the largest absolute correlation in the given column of the correlation matrix. The question numbers shown reflect the questions with absolute loadings of .40 or greater on the rotated factors. The Cronbach Alpha Coefficients for these questions are indicated in the leftmost column.

Finally, Table C.10 presents the percentage distribution of responses across the rating scale categories for questions in the baseline survey.

Table C.1

MEANS FOR ALL VARIABLES, NONSUPERVISORS

SITENAME=OC

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V1	392	0	3.84948980	1.00143107	1.00000000	5.00000000
V2	392	0	2.25255102	1.17953288	1.00000000	5.00000000
V3	391	1	3.27365729	0.97890398	1.00000000	5.00000000
V4	391	1	3.23705166	1.27589063	1.00000000	5.00000000
V5	391	1	2.40920716	1.17290660	1.00000000	5.00000000
V6	390	2	3.35384615	1.22439769	1.00000000	5.00000000
V7	389	3	3.52442159	1.02169507	1.00000000	5.00000000
V8	389	3	2.67352185	1.24926502	1.00000000	5.00000000
V9	388	4	2.64948454	1.10241677	1.00000000	5.00000000
V10	389	3	3.08600946	0.91525324	1.00000000	5.00000000
V11	389	3	3.21593830	1.14857732	1.00000000	5.00000000
V12	388	4	3.01546392	1.19420134	1.00000000	5.00000000
V13	388	4	3.63144330	1.19462231	1.00000000	5.00000000
V14	388	4	3.30412371	1.24526328	1.00000000	5.00000000
V15	387	5	2.68992248	1.25585747	1.00000000	5.00000000
V16	388	4	3.31443299	1.12251929	1.00000000	5.00000000
V17	388	4	3.55670103	1.14317724	1.00000000	5.00000000
V18	388	4	2.61360206	1.12753912	1.00000000	5.00000000
V19	388	4	3.06185567	1.30445021	1.00000000	5.00000000
V20	387	5	2.19121447	1.16495695	1.00000000	5.00000000
V21	388	4	3.02319588	1.28275305	1.00000000	5.00000000
V22	386	6	3.23575130	1.07334485	1.00000000	5.00000000
V23	386	6	2.88601036	1.16550469	1.00000000	5.00000000
V24	386	6	2.24352332	1.20292804	1.00000000	5.00000000
V25	386	6	3.55699482	1.11802947	1.00000000	5.00000000
V26	386	6	3.55440415	1.23725452	1.00000000	5.00000000
V27	386	6	2.34715026	1.14356683	1.00000000	5.00000000
V28	386	6	3.30569948	1.15311826	1.00000000	5.00000000
V29	386	6	1.99740933	0.94662409	1.00000000	5.00000000
V30	386	6	2.73575130	1.09431427	1.00000000	5.00000000
V31	386	6	3.14240705	1.27020114	1.00000000	5.00000000
V32	385	7	2.58031088	1.12816408	1.00000000	5.00000000
V33	386	6	3.05714286	1.25285388	1.00000000	5.00000000
V34	386	6	2.91450777	1.23601660	1.00000000	5.00000000
V35	386	6	2.92487047	1.26164317	1.00000000	5.00000000
V36	386	6	2.02849741	1.00735803	1.00000000	5.00000000
V37	385	7	2.78181818	1.11998038	1.00000000	5.00000000
V38	385	7	3.55584416	1.06194759	1.00000000	5.00000000
V39	385	7	2.82597403	1.14489385	1.00000000	5.00000000
V40	385	7	2.20000000	1.06751269	1.00000000	5.00000000
V41	385	7	2.52987013	1.07517742	1.00000000	5.00000000
V42	385	7	3.70909091	0.96476760	1.00000000	5.00000000
V43	385	7	3.55064935	1.18943082	1.00000000	5.00000000
V44	385	7	3.95064935	0.87806359	1.00000000	5.00000000
V45	384	8	2.47135417	0.96368106	1.00000000	5.00000000
V46	385	7	2.64155844	1.07593838	1.00000000	5.00000000
V47	384	8	3.28906250	1.22731538	1.00000000	5.00000000
V48	366	5	2.75380401	1.08785404	1.00000000	5.00000000
V49	385	7	3.95584416	0.91037045	1.00000000	5.00000000
V50	385	7	2.93246753	1.21218226	1.00000000	5.00000000
V51	385	7	2.53246753	1.15000471	1.00000000	5.00000000

Table C.1--continued

SITENAME=OC

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V52	386	6	3.91968912	0.97035054	1.00000000	5.00000000
V53	386	6	3.74352332	0.88215911	1.00000000	5.00000000
V54	386	6	3.68393782	1.09951632	1.00000000	5.00000000
V55	386	6	2.85233161	1.23644117	1.00000000	5.00000000
V56	385	7	2.71948052	1.07007581	1.00000000	5.00000000
V57	386	6	3.39896373	1.22374726	1.00000000	5.00000000
V58	386	6	3.44818653	1.16157498	1.00000000	5.00000000
V59	386	6	2.17616580	1.04697551	1.00000000	5.00000000
V60	385	7	2.46493506	1.12242370	1.00000000	5.00000000
V61	386	6	3.15284974	1.19954739	1.00000000	5.00000000
V62	386	6	3.46632124	1.02698927	1.00000000	5.00000000
V63	386	6	2.43523316	0.97352063	1.00000000	5.00000000
V64	386	6	3.02072539	1.08092577	1.00000000	5.00000000
V65	385	7	2.38441558	0.89719832	1.00000000	5.00000000
V66	385	7	2.52207792	1.10875110	1.00000000	5.00000000
V67	386	6	2.96632124	1.06241843	1.00000000	5.00000000
V68	386	6	3.23056995	1.12177882	1.00000000	5.00000000
V69	386	6	3.82901554	1.06260526	1.00000000	5.00000000
V70	385	7	3.14545455	1.05802310	1.00000000	5.00000000
V71	386	6	3.04663212	1.15600434	1.00000000	4.00000000
V72	386	6	4.09326425	0.72906716	1.00000000	5.00000000
V73	386	6	3.15803109	1.01847075	1.00000000	5.00000000
V74	386	6	3.00259067	1.21996105	1.00000000	5.00000000
V75	386	6	3.29792746	1.17411292	1.00000000	5.00000000
V76	386	6	2.99740933	1.09187960	1.00000000	5.00000000
V77	387	5	3.53408372	0.96610841	1.00000000	5.00000000
V78	386	6	3.12694301	1.04294761	1.00000000	5.00000000
V79	386	6	1.93005181	0.80761216	1.00000000	4.00000000
V80	386	6	4.03626943	0.76190504	1.00000000	5.00000000
V81	386	6	2.85751295	1.17015174	1.00000000	5.00000000
V82	384	8	1.90885417	0.76443446	1.00000000	4.00000000
V83	385	7	2.91168831	1.14904558	1.00000000	5.00000000
V84	385	7	3.71688312	1.15711146	1.00000000	5.00000000
V85	385	7	2.55844156	1.30397536	1.00000000	5.00000000
V86	385	7	3.18181818	1.26991708	1.00000000	5.00000000
V87	384	8	2.92447917	1.02807825	1.00000000	5.00000000
V88	384	8	2.82812500	1.16369836	1.00000000	5.00000000
V89	384	8	3.65625000	1.03543611	1.00000000	5.00000000
V90	384	8	3.56770833	1.04748808	1.00000000	5.00000000
V91	384	8	3.27083333	1.20251405	1.00000000	5.00000000
V92	383	9	2.82767624	1.21791452	1.00000000	5.00000000
V93	384	8	2.56250000	0.84349763	1.00000000	4.00000000
V94	384	8	2.56770833	1.13827269	1.00000000	5.00000000
V95	384	8	3.10927083	1.10540731	1.00000000	5.00000000
V96	385	7	2.91428571	1.25433771	1.00000000	5.00000000
V97	384	8	3.67187500	0.78938164	1.00000000	5.00000000
V98	386	6	3.38601036	0.88784645	1.00000000	5.00000000
V99	387	5	3.01803786	1.11149596	1.00000000	5.00000000
V100	387	5	3.14987080	1.12128199	1.00000000	5.00000000
V101	387	5	3.76744186	1.00138475	1.00000000	5.00000000
V102	387	5	2.14728682	1.00594689	1.00000000	5.00000000

Table C.1--continued

SITENAME=OC

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V103	387	5	3.37726098	0.98027158	1.00000000	5.00000000
V104	387	5	3.03617571	1.32286933	1.00000000	5.00000000
V105	387	5	2.95090439	1.21739038	1.00000000	5.00000000
V106	386	6	3.17616580	1.26698407	1.00000000	5.00000000
V107	380	12	2.65789474	0.88601911	1.00000000	5.00000000
V108	378	14	2.50000000	0.96696084	1.00000000	5.00000000
V109	380	12	2.32894737	0.92157027	1.00000000	4.00000000
V110	380	12	2.57105263	0.90306073	1.00000000	5.00000000
V114	378	14	2.89682540	1.39625892	1.00000000	5.00000000
V115	379	13	2.70448549	1.31223624	1.00000000	5.00000000
V116	378	14	2.70571429	1.26746981	1.00000000	5.00000000
V117	378	14	2.76190476	1.31364137	1.00000000	2.00000000
V118	375	17	1.71733333	0.45089730	1.00000000	2.00000000
V119	378	14	1.11111111	0.69353462	1.00000000	5.00000000
V120	377	15	3.78249337	0.97052911	1.00000000	5.00000000
V121	379	13	4.00527704	0.92580502	1.00000000	5.00000000
V122	377	15	3.94429708	0.96457222	1.00000000	5.00000000
V123	377	15	4.12201592	0.94585781	1.00000000	5.00000000
V124	377	15	4.26790451	0.93105643	1.00000000	5.00000000
V125	377	15	4.21220159	0.96621640	1.00000000	5.00000000
V126	377	15	4.26259947	0.87062379	1.00000000	5.00000000
V127	375	17	4.25333333	0.97417637	1.00000000	4.00000000
V152	382	10	3.21465969	0.93122828	1.00000000	2.00000000
V153	378	14	1.85714286	0.35039089	1.00000000	2.00000000
V154	53	339	1.69811321	0.46346959	1.00000000	6.00000000
V155	16	376	3.93750000	1.52616076	1.00000000	5.00000000
V156	369	23	2.07317073	1.01754232	1.00000000	12.00000000
V157	377	15	6.62068966	1.99251166	1.00000000	4.00000000
V158	381	11	2.67979003	1.04495578	1.00000000	5.00000000
V159	382	10	3.74083770	0.50024386	1.00000000	6.00000000
V160	381	11	3.83727034	1.46531006	1.00000000	6.00000000
V161	381	11	3.61417323	1.17684174	1.00000000	6.00000000
V162	380	12	4.00526316	1.30756826	1.00000000	9.00000000
V163	381	11	1.54330709	0.98479952	1.00000000	2.00000000
V165	379	13	1.86015831	0.34728117	1.00000000	6.00000000
V168	368	24	2.81521739	1.47405794	1.00000000	2.00000000
V169	374	18	1.55347594	0.49779805	1.00000000	2.00000000
V170	371	21	1.93800539	0.58257148	1.00000000	9.00000000
V171	336	56	1.95535714	0.20682646	1.00000000	2.00000000
V172	368	24	5.31521739	1.57935832	2.00000000	11.00000000

Table C.1—continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=OC			
RSN1	383	9	0.21409922	0.41073253	0	1.00000000
RSN2	383	9	0.79373368	0.40515320	0	1.00000000
RSN3	383	9	0.18798956	0.39121489	0	1.00000000
RSN4	383	9	0.21148825	0.40889793	0	1.00000000
RSN5	383	9	0.37336815	0.48433134	0	1.00000000
RSN6	383	9	0.04960836	0.21741846	0	1.00000000
RSN7	383	9	0.20887728	0.40703827	0	1.00000000
RSN8	383	9	0.03133159	0.17444017	0	1.00000000
RSN9	383	9	0.59007833	0.49246229	0	1.00000000
RSN10	383	9	0.05744125	0.23298817	0	1.00000000
RSN11	383	9	0.04699739	0.21191008	0	1.00000000
RSN12	383	9	0.14360313	0.35114557	0	1.00000000

Table C.1--continued

SITENAME=OO

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V1	400	1	3.85500000	1.01318377	1.00000000	5.00000000
V2	400	1	2.36250000	1.19987207	1.00000000	5.00000000
V3	399	2	3.14285714	0.92271331	1.00000000	5.00000000
V4	400	1	3.34250000	1.19949603	1.00000000	5.00000000
V5	400	1	2.40250000	1.12189142	1.00000000	5.00000000
V6	400	1	3.47000000	1.16511533	1.00000000	5.00000000
V7	398	3	3.24623116	1.01855499	1.00000000	5.00000000
V8	400	1	2.68750000	1.20560252	1.00000000	5.00000000
V9	400	1	2.76250000	1.14208346	1.00000000	5.00000000
V10	400	1	3.76000000	0.98224846	1.00000000	5.00000000
V11	400	1	3.19500000	1.15772441	1.00000000	5.00000000
V12	400	1	2.98750000	1.15137218	1.00000000	5.00000000
V13	400	1	3.64750000	1.09143108	1.00000000	5.00000000
V14	400	1	3.43250000	1.20792859	1.00000000	5.00000000
V15	399	2	3.38095238	1.21126449	1.00000000	5.00000000
V16	400	1	2.80250000	1.10058828	1.00000000	5.00000000
V17	399	2	3.61000000	1.13627806	1.00000000	5.00000000
V18	399	2	2.85213033	1.22810031	1.00000000	5.00000000
V19	400	1	3.21500000	1.30883828	1.00000000	5.00000000
V20	400	1	2.26500000	1.25047359	1.00000000	5.00000000
V21	400	1	3.02000000	1.20133593	1.00000000	5.00000000
V22	396	5	3.16666667	1.12845812	1.00000000	5.00000000
V23	395	6	3.19240506	1.13479488	1.00000000	5.00000000
V24	396	5	2.29545455	1.21637750	1.00000000	5.00000000
V25	396	5	3.71969697	1.00867925	1.00000000	5.00000000
V26	396	5	3.62878788	1.16100330	1.00000000	5.00000000
V27	396	5	2.51010101	1.24367727	1.00000000	5.00000000
V28	397	4	3.35768262	1.07919848	1.00000000	5.00000000
V29	396	5	2.08838384	1.00114689	1.00000000	5.00000000
V30	396	5	2.71717172	1.05581360	1.00000000	5.00000000
V31	397	4	3.40554156	1.25298412	1.00000000	5.00000000
V32	396	5	2.51767677	1.09645720	1.00000000	5.00000000
V33	397	4	3.09823678	1.24231859	1.00000000	5.00000000
V34	397	4	3.15617128	1.20846904	1.00000000	5.00000000
V35	397	4	2.64483627	1.22363294	1.00000000	5.00000000
V36	397	4	2.08816121	1.06353038	1.00000000	5.00000000
V37	397	4	2.78085642	1.10774877	1.00000000	5.00000000
V38	397	4	3.50125945	1.10239566	1.00000000	5.00000000
V39	397	4	2.93702771	1.10030493	1.00000000	5.00000000
V40	396	5	2.28030303	1.13392604	1.00000000	5.00000000
V41	397	4	2.61964736	1.08195338	1.00000000	5.00000000
V42	397	4	3.80100756	0.96042867	1.00000000	5.00000000
V43	396	5	3.65151515	1.20957058	1.00000000	5.00000000
V44	395	6	4.11645570	0.79759002	1.00000000	5.00000000
V45	396	5	2.77525253	1.01756407	1.00000000	5.00000000
V46	395	6	2.75949367	1.09004715	1.00000000	5.00000000
V47	396	5	3.16414141	1.32007941	1.00000000	5.00000000
V48	395	6	2.52025316	1.11644446	1.00000000	5.00000000
V49	396	5	4.00252525	0.96652513	1.00000000	5.00000000
V50	396	5	2.84343434	1.18806493	1.00000000	5.00000000
V51	396	5	2.63088889	1.15326846	1.00000000	5.00000000

Table C.1--continued

SITENAME=CO

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V52	397	4	4.02267003	0.97545116	1.00000000	5.00000000
V53	397	4	3.90680101	0.77451703	1.00000000	5.00000000
V54	397	4	3.61712846	1.07520673	1.00000000	5.00000000
V55	395	6	2.98481013	1.25028815	1.00000000	5.00000000
V56	397	4	2.86901763	1.08151236	1.00000000	5.00000000
V57	396	5	3.33838384	1.19773686	1.00000000	5.00000000
V58	396	5	3.37878788	1.16617064	1.00000000	5.00000000
V59	397	4	2.11335013	1.00491123	1.00000000	5.00000000
V60	396	5	2.53030303	1.18496527	1.00000000	5.00000000
V61	396	5	3.34848485	1.24260760	1.00000000	5.00000000
V62	395	6	3.48101266	1.03811572	1.00000000	5.00000000
V63	395	6	3.46582278	0.99527897	1.00000000	5.00000000
V64	397	4	3.12594458	1.19732738	1.00000000	5.00000000
V65	395	6	2.44556962	0.97113120	1.00000000	5.00000000
V66	396	5	2.80555556	1.10230841	1.00000000	5.00000000
V67	396	5	2.81818182	1.01246546	1.00000000	5.00000000
V68	396	5	3.24494949	1.17745631	1.00000000	5.00000000
V69	396	5	3.68181818	1.11367687	1.00000000	5.00000000
V70	396	5	3.12373737	1.07319099	1.00000000	5.00000000
V71	396	5	3.17424242	1.15064899	1.00000000	5.00000000
V72	396	5	4.07575758	0.78551325	1.00000000	5.00000000
V73	396	5	3.32323232	0.98678132	1.00000000	5.00000000
V74	397	4	3.06297229	1.19703516	1.00000000	5.00000000
V75	397	4	3.48110831	1.09303155	1.00000000	5.00000000
V76	397	4	3.09823678	1.09078876	1.00000000	5.00000000
V77	397	4	3.53904282	0.96222180	1.00000000	5.00000000
V78	397	4	2.92191436	1.04274713	1.00000000	5.00000000
V79	396	5	2.06565657	0.94170990	1.00000000	5.00000000
V80	397	4	4.15869018	0.68350426	1.00000000	5.00000000
V81	397	4	2.84382872	1.16375978	1.00000000	5.00000000
V82	395	6	2.05822785	0.91471440	1.00000000	5.00000000
V83	394	7	2.79187817	1.18829535	1.00000000	5.00000000
V84	394	7	3.69289340	1.15892389	1.00000000	5.00000000
V85	393	8	2.69211196	1.25939890	1.00000000	5.00000000
V86	394	7	3.25888325	1.24339876	1.00000000	5.00000000
V87	394	7	2.80964467	1.01229509	1.00000000	5.00000000
V88	394	7	2.77157360	1.12957199	1.00000000	5.00000000
V89	392	9	3.60459184	1.03853100	1.00000000	5.00000000
V90	395	6	3.50632911	1.13054277	1.00000000	5.00000000
V91	394	7	3.14467005	1.21980456	1.00000000	5.00000000
V92	395	6	2.81518987	1.20858694	1.00000000	5.00000000
V93	395	6	2.60253165	0.84390539	1.00000000	5.00000000
V94	394	7	2.65989848	1.18345937	1.00000000	5.00000000
V95	393	8	3.41475827	1.05147419	1.00000000	5.00000000
V96	394	7	3.13197970	1.23883005	1.00000000	5.00000000
V97	393	8	3.86005089	0.73419190	1.00000000	5.00000000
V98	397	4	3.48110831	0.86033279	1.00000000	5.00000000
V99	398	3	3.11055276	1.12352414	1.00000000	5.00000000
V100	398	3	3.23361809	1.09394715	1.00000000	5.00000000
V101	397	4	3.70025189	0.98387244	1.00000000	5.00000000
V102	397	4	2.05037763	1.0480/718	1.00000000	5.00000000

Table C.1—continued

SITENAME=00

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V103	398	3	3.37939698	1.04038243	1.00000000	5.00000000
V104	398	3	3.13065327	1.31949730	1.00000000	5.00000000
V105	395	6	2.95696203	1.29060285	1.00000000	5.00000000
V106	398	3	3.30402010	1.26591985	1.00000000	5.00000000
V107	394	7	2.76142132	0.84644685	1.00000000	5.00000000
V108	395	6	2.62278481	0.92455908	1.00000000	5.00000000
V109	394	7	2.33502538	0.94610041	1.00000000	5.00000000
V110	394	7	2.69543147	0.91836199	1.00000000	5.00000000
V114	394	7	2.92131980	1.33513960	1.00000000	5.00000000
V115	394	7	2.58803249	1.26349294	1.00000000	5.00000000
V116	394	7	2.97715736	1.29276162	1.00000000	5.00000000
V117	394	7	2.60406091	1.31755953	1.00000000	5.00000000
V118	391	10	1.70332481	0.45737736	1.00000000	2.00000000
V119	393	8	4.02544529	0.69939031	1.00000000	5.00000000
V120	393	8	3.91857506	0.89698247	1.00000000	5.00000000
V121	393	8	4.16284987	0.84149043	1.00000000	5.00000000
V122	393	8	4.08905852	0.86290171	1.00000000	5.00000000
V123	394	7	4.26649746	0.80237841	1.00000000	5.00000000
V124	394	7	4.22335025	0.90565818	1.00000000	5.00000000
V125	394	7	4.35786802	0.85387995	1.00000000	5.00000000
V126	393	8	4.18320611	0.95405841	1.00000000	5.00000000
V127	392	9	4.19897959	1.01709127	1.00000000	5.00000000
V152	386	15	3.01295337	1.05551764	1.00000000	4.00000000
V153	387	14	1.77002584	0.42136067	1.00000000	2.00000000
V154	88	313	1.71590909	0.45356477	1.00000000	2.00000000
V155	25	376	2.60000000	1.44337567	1.00000000	6.00000000
V156	377	24	1.87267905	0.99163984	1.00000000	3.00000000
V157	384	17	6.56510417	2.24386160	1.00000000	12.00000000
V158	386	15	2.44559585	1.11583352	1.00000000	4.00000000
V159	387	14	3.77519380	0.54687492	1.00000000	9.00000000
V160	386	15	3.18652850	1.43297887	1.00000000	6.00000000
V161	387	14	3.63307494	1.11965095	1.00000000	6.00000000
V162	387	14	3.91214470	1.24365011	1.00000000	6.00000000
V163	387	14	1.79586563	1.03922224	1.00000000	9.00000000
V165	381	20	1.84514436	0.36224271	1.00000000	2.00000000
V168	380	21	2.50000000	1.20574701	1.00000000	6.00000000
V169	379	22	1.51978892	0.50026867	1.00000000	2.00000000
V170	379	22	2.05277045	0.31262919	1.00000000	3.00000000
V171	357	44	1.90476190	0.29395552	1.00000000	2.00000000
V172	381	20	5.42257218	1.55509847	1.00000000	11.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=OO			
RSN1	389	12	0.30077121	0.45918397	0	1.00000000
RSN2	389	12	0.79948586	0.40090072	0	1.00000000
RSN3	389	12	0.15167095	0.35916360	0	1.00000000
RSN4	389	12	0.17480720	0.38029123	0	1.00000000
RSN5	389	12	0.38046272	0.48612585	0	1.00000000
RSN6	389	12	0.08483290	0.27899171	0	1.00000000
RSN7	389	12	0.13881748	0.34620124	0	1.00000000
RSN8	389	12	0.02056555	0.14210744	0	1.00000000
RSN9	389	12	0.64010283	0.48058812	0	1.00000000
RSN10	389	12	0.06940874	0.25447522	0	1.00000000
RSN11	389	12	0.06683805	0.25006293	0	1.00000000
RSN12	389	12	0.11825193	0.32332204	0	1.00000000

Table C.1--continued

SITENAME=8A

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V1	388	0	3.79896907	1.13702044	1.00000000	5.00000000
V2	387	1	2.51679587	1.23699539	1.00000000	5.00000000
V3	387	1	3.01033592	1.03307812	1.00000000	5.00000000
V4	388	0	3.34278351	1.26103378	1.00000000	5.00000000
V5	388	0	2.55670103	1.20480581	1.00000000	5.00000000
V6	388	0	3.15721649	1.26512533	1.00000000	5.00000000
V7	385	3	3.16363636	1.10478470	1.00000000	5.00000000
V8	386	2	2.73056995	1.34065237	1.00000000	5.00000000
V9	386	2	3.00000000	1.15545010	1.00000000	5.00000000
V10	386	2	4.06994819	0.86955937	1.00000000	5.00000000
V11	386	2	3.23834197	1.17337624	1.00000000	5.00000000
V12	386	2	2.99481865	1.17328448	1.00000000	5.00000000
V13	386	2	3.54404145	1.23346339	1.00000000	5.00000000
V14	386	2	3.33937824	1.20662829	1.00000000	5.00000000
V15	385	3	2.85454545	1.20097025	1.00000000	5.00000000
V16	386	2	3.59067358	1.08989029	1.00000000	5.00000000
V17	386	2	3.38341969	1.18787586	1.00000000	5.00000000
V18	386	2	2.93523316	1.22885315	1.00000000	5.00000000
V19	386	2	3.11398964	1.29030798	1.00000000	5.00000000
V20	386	2	2.44300518	1.31647514	1.00000000	5.00000000
V21	386	2	2.90932642	1.31111772	1.00000000	5.00000000
V22	385	3	3.08051948	1.14394226	1.00000000	5.00000000
V23	385	3	2.96363636	1.17203850	1.00000000	5.00000000
V24	384	4	2.43750000	1.35046651	1.00000000	5.00000000
V25	385	3	3.79220779	1.01726838	1.00000000	5.00000000
V26	385	3	3.61558442	1.19363164	1.00000000	5.00000000
V27	385	3	2.74805195	1.32145855	1.00000000	5.00000000
V28	385	3	3.64415584	1.06096623	1.00000000	5.00000000
V29	383	5	2.30287206	1.07672526	1.00000000	5.00000000
V30	385	3	2.54805195	1.07935291	1.00000000	5.00000000
V31	385	3	3.33246753	1.24524529	1.00000000	5.00000000
V32	384	4	2.74218750	1.14654272	1.00000000	5.00000000
V33	385	3	3.28571429	1.16432588	1.00000000	5.00000000
V34	385	3	3.18701299	1.26505009	1.00000000	5.00000000
V35	385	3	2.82597403	1.28425994	1.00000000	5.00000000
V36	385	3	2.22077922	1.10188495	1.00000000	5.00000000
V37	384	4	3.09895833	1.11743784	1.00000000	5.00000000
V38	386	2	3.36010363	1.05999969	1.00000000	5.00000000
V39	384	4	2.93229167	1.10096040	1.00000000	5.00000000
V40	385	3	2.52987013	1.14098196	1.00000000	5.00000000
V41	386	2	2.81865285	1.14790119	1.00000000	5.00000000
V42	386	2	3.79274611	0.95539438	1.00000000	5.00000000
V43	386	2	3.83160622	1.10730092	1.00000000	5.00000000
V44	386	2	4.11398964	0.79115969	1.00000000	5.00000000
V45	385	3	2.63376623	0.99916767	1.00000000	5.00000000
V46	386	2	2.96173057	1.13902696	1.00000000	5.00000000
V47	386	2	3.43005181	1.22592282	1.00000000	5.00000000
V48	385	3	2.93766234	1.12558306	1.00000000	5.00000000
V49	386	2	3.80829016	1.02667471	1.00000000	5.00000000
V50	386	2	2.91709845	1.18578940	1.00000000	5.00000000
V51	386	2	2.56735751	1.14727085	1.00000000	5.00000000

Table C.1--continued

SITENAME=SA

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V52	386	2	3.68134715	1.08807670	1.00000000	5.00000000
V53	386	2	3.99222798	0.77790375	1.00000000	5.00000000
V54	386	2	3.95595855	0.94559992	1.00000000	5.00000000
V55	386	2	2.98186528	1.21342390	1.00000000	5.00000000
V56	386	2	3.10880829	1.10656841	1.00000000	5.00000000
V57	386	2	3.45077720	1.19692763	1.00000000	5.00000000
V58	386	2	3.65284974	1.03632952	1.00000000	5.00000000
V59	386	2	2.27461140	1.12456767	1.00000000	5.00000000
V60	386	2	2.79274611	1.23941722	1.00000000	5.00000000
V61	386	2	3.36269430	1.23290682	1.00000000	5.00000000
V62	386	2	3.63471503	0.99282467	1.00000000	5.00000000
V63	386	2	2.61658031	1.04602387	1.00000000	5.00000000
V64	386	2	2.93782383	1.14018428	1.00000000	5.00000000
V65	386	2	2.50510135	0.99412513	1.00000000	5.00000000
V66	386	2	2.76683938	1.11776161	1.00000000	5.00000000
V67	387	1	2.86046512	1.08506717	1.00000000	5.00000000
V68	387	1	3.10335917	1.12883271	1.00000000	5.00000000
V69	387	1	3.91472868	1.04334313	1.00000000	5.00000000
V70	387	1	3.32558140	1.09043978	1.00000000	5.00000000
V71	387	1	3.19121447	1.10328070	1.00000000	5.00000000
V72	387	1	4.10594315	0.76289660	1.00000000	5.00000000
V73	387	1	3.52971576	1.00826670	1.00000000	5.00000000
V74	386	2	3.12435233	1.19526239	1.00000000	5.00000000
V75	386	2	3.36010363	1.13153797	1.00000000	5.00000000
V76	385	3	3.13506494	1.09327564	1.00000000	5.00000000
V77	386	2	3.51036269	1.03504633	1.00000000	5.00000000
V78	384	4	3.29166667	1.01597338	1.00000000	5.00000000
V79	385	3	2.27532468	1.03935024	1.00000000	5.00000000
V80	385	3	4.12207792	0.67558296	1.00000000	5.00000000
V81	385	3	2.99480519	1.20544512	1.00000000	5.00000000
V82	384	4	2.29427083	1.15775554	1.00000000	5.00000000
V83	384	4	2.93489583	1.22280858	1.00000000	5.00000000
V84	384	4	3.61977917	1.18379679	1.00000000	5.00000000
V85	384	4	2.38281250	1.14667373	1.00000000	5.00000000
V86	383	5	3.36031332	1.05133675	1.00000000	5.00000000
V87	384	4	2.91666667	1.15384051	1.00000000	5.00000000
V88	384	4	3.01562500	0.96612275	1.00000000	5.00000000
V89	384	4	3.86979167	1.01208641	1.00000000	5.00000000
V90	383	5	3.79112272	1.21071593	1.00000000	5.00000000
V91	384	4	3.46093750	1.31941457	1.00000000	5.00000000
V92	384	4	2.87239583	0.92550162	1.00000000	5.00000000
V93	384	4	2.71614583	1.18131290	1.00000000	5.00000000
V94	384	4	2.75781250	1.03673550	1.00000000	5.00000000
V95	384	4	3.42187500	1.20844493	1.00000000	5.00000000
V96	384	4	3.15885417	0.74085312	1.00000000	5.00000000
V97	383	5	3.86161880	0.91701279	1.00000000	5.00000000
V98	386	2	3.45595855	1.15476270	1.00000000	5.00000000
V99	386	2	3.16580311	1.07262679	1.00000000	5.00000000
V100	386	2	3.40414508	1.03475848	1.00000000	5.00000000
V101	385	3	3.55324675	1.03475848	1.00000000	5.00000000
V102	386	2	2.33160622	1.13223650	1.00000000	5.00000000

Table C.1--continued

SITENAME=SA

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V103	386	2	3.38082902	1.05807732	1.00000000	5.00000000
V104	386	2	2.73316062	1.28882867	1.00000000	5.00000000
V105	386	2	2.71761658	1.25689807	1.00000000	5.00000000
V106	386	2	3.55181347	1.23736600	1.00000000	5.00000000
V107	379	9	2.79683377	0.95029402	1.00000000	5.00000000
V108	378	10	2.74603175	0.99203781	1.00000000	5.00000000
V109	377	11	2.46684350	1.08891360	1.00000000	5.00000000
V110	379	9	2.67282322	1.01760961	1.00000000	5.00000000
V114	381	7	3.37270341	1.33483304	1.00000000	5.00000000
V115	377	11	3.12201592	1.31317715	1.00000000	5.00000000
V116	384	4	3.38802083	1.27148368	1.00000000	5.00000000
V117	383	5	2.97389034	1.36881776	1.00000000	5.00000000
V118	381	7	1.69553806	0.46078427	1.00000000	2.00000000
V119	382	6	4.25916230	0.68225143	1.00000000	5.00000000
V120	384	4	4.03906250	0.87377525	1.00000000	5.00000000
V121	382	6	4.17801047	0.86927020	1.00000000	5.00000000
V122	383	5	4.27937337	0.80102527	1.00000000	5.00000000
V123	382	6	4.31675393	0.83347417	1.00000000	5.00000000
V124	383	5	4.33942559	0.93768495	1.00000000	5.00000000
V125	383	5	4.45691906	0.85773225	1.00000000	5.00000000
V126	381	5	4.34120735	0.83294507	1.00000000	5.00000000
V127	381	7	4.40157480	0.88192232	1.00000000	5.00000000
V152	379	9	3.11345646	0.98416211	1.00000000	5.00000000
V153	379	9	1.75461741	0.43088263	1.00000000	2.00000000
V154	90	298	1.83333333	0.37476584	1.00000000	2.00000000
V155	15	373	3.20000000	1.69873903	1.00000000	6.00000000
V156	369	19	2.03794038	2.02477876	1.00000000	6.00000000
V157	373	15	6.52010724	2.02875615	1.00000000	11.00000000
V158	375	13	2.48266667	1.08173624	1.00000000	4.00000000
V159	375	13	3.73066667	0.49542650	2.00000000	5.00000000
V160	374	14	3.27540107	1.46873921	1.00000000	6.00000000
V161	375	13	3.64000000	1.26702312	1.00000000	6.00000000
V162	375	13	4.04266667	1.30539536	1.00000000	5.00000000
V163	375	13	1.59733333	0.95653862	1.00000000	4.00000000
V165	367	21	1.88828338	0.31544755	1.00000000	2.00000000
V168	360	28	2.82222222	1.27174372	1.00000000	6.00000000
V169	365	23	1.39452055	0.48941836	1.00000000	2.00000000
V170	356	32	2.22471910	0.58145634	1.00000000	3.00000000
V171	346	42	1.30057803	0.45917344	1.00000000	2.00000000
V172	366	22	5.35245902	1.71977443	1.00000000	10.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			------ SITENAME=SA ------			
RSN1	374	14	0.26203209	0.44032907	0	1.00000000
RSN2	374	14	0.72727273	0.44595837	0	1.00000000
RSN3	374	14	0.26737968	0.44318501	0	1.00000000
RSN4	374	14	0.17914439	0.38398687	0	1.00000000
RSN5	374	14	0.35294118	0.47852478	0	1.00000000
RSN6	374	14	0.08823529	0.28401674	0	1.00000000
RSN7	374	14	0.17914439	0.38398687	0	1.00000000
RSN8	374	14	0.03208556	0.17646342	0	1.00000000
RSN9	374	14	0.62032086	0.48595712	0	1.00000000
RSN10	374	14	0.03208556	0.17646342	0	1.00000000
RSN11	374	14	0.04010695	0.19647289	0	1.00000000
RSN12	374	14	0.14973262	0.35728712	0	1.00000000

Table C.1—continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SM			
V1	1247	4	3.78829190	1.06155231	1.00000000	5.00000000
V2	1265	6	2.11405622	1.16410821	1.00000000	5.00000000
V3	1246	5	3.02006421	0.99577356	1.00000000	5.00000000
V4	1248	3	3.15224359	1.26233250	1.00000000	5.00000000
V5	1247	4	2.14835605	1.10360351	1.00000000	5.00000000
V6	1248	3	3.44150641	1.25553465	1.00000000	5.00000000
V7	1241	10	3.72522160	0.99486608	1.00000000	5.00000000
V8	1241	10	2.37308622	1.23401426	1.00000000	5.00000000
V9	1240	11	2.56048387	1.12763500	1.00000000	5.00000000
V10	1244	7	3.75723473	1.01107499	1.00000000	5.00000000
V11	1242	9	3.09983897	1.14099493	1.00000000	5.00000000
V12	1240	11	2.72096774	1.21447247	1.00000000	5.00000000
V13	1243	8	3.97908286	1.04852329	1.00000000	5.00000000
V14	1240	11	2.95967742	1.30806892	1.00000000	5.00000000
V15	1242	9	2.43397746	1.20604379	1.00000000	5.00000000
V16	1242	9	3.25442834	1.14592107	1.00000000	5.00000000
V17	1243	8	3.37007241	1.19774570	1.00000000	5.00000000
V18	1242	9	2.53220612	1.16600095	1.00000000	5.00000000
V19	1242	9	2.92673108	1.30588840	1.00000000	5.00000000
V20	1244	7	1.89710611	1.08557038	1.00000000	5.00000000
V21	1241	10	2.57856567	1.27588990	1.00000000	5.00000000
V22	1238	13	3.56704362	1.11864314	1.00000000	5.00000000
V23	1236	15	2.80258900	1.18759844	1.00000000	5.00000000
V24	1238	13	2.05250404	1.17147008	1.00000000	5.00000000
V25	1235	16	3.46315789	1.16578508	1.00000000	5.00000000
V26	1239	12	3.59887006	1.24717400	1.00000000	5.00000000
V27	1240	11	2.14838710	1.14793452	1.00000000	5.00000000
V28	1238	13	3.16397415	1.17907972	1.00000000	5.00000000
V29	1239	12	1.80145278	0.89205676	1.00000000	5.00000000
V30	1236	15	3.09385113	1.11780339	1.00000000	5.00000000
V31	1239	12	3.04842615	1.28464727	1.00000000	5.00000000
V32	1238	13	2.22213247	1.08934487	1.00000000	5.00000000
V33	1239	12	2.71347861	1.27313922	1.00000000	5.00000000
V34	1239	12	2.24455206	1.25287550	1.00000000	5.00000000
V35	1239	12	2.69579288	1.16592047	1.00000000	5.00000000
V36	1236	15	2.64412238	1.17725342	1.00000000	5.00000000
V37	1242	9	2.80048270	1.17408977	1.00000000	5.00000000
V38	1243	8	3.80048270	1.03424446	1.00000000	5.00000000
V39	1243	8	2.63797265	1.14878907	1.00000000	5.00000000
V40	1243	8	1.91150442	0.97730507	1.00000000	5.00000000
V41	1243	8	2.69991955	1.16617312	1.00000000	5.00000000
V42	1242	9	3.79790660	1.01331767	1.00000000	5.00000000
V43	1241	10	3.44077357	1.24754496	1.00000000	5.00000000
V44	1243	8	3.94770716	0.86978303	1.00000000	5.00000000
V45	1241	10	2.42868654	1.01835524	1.00000000	5.00000000
V46	1242	9	2.41062802	1.09815599	1.00000000	5.00000000
V47	1241	10	3.17405318	1.31382368	1.00000000	5.00000000
V48	1242	9	2.49114332	1.16364573	1.00000000	5.00000000
V49	1242	7	3.81159420	1.02739002	1.00000000	5.00000000
V50	1242	7	2.48148148	1.13691061	1.00000000	5.00000000
V51	1241	10	2.67416660	1.16602141	1.00000000	5.00000000

Table C.1—continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SM			
V52	1240	11	4.02661290	0.97842826	1.00000000	5.00000000
V53	1240	11	3.79677419	0.90053661	1.00000000	5.00000000
V54	1238	13	3.41841680	1.15817020	1.00000000	5.00000000
V55	1242	9	2.60064412	1.25349455	1.00000000	5.00000000
V56	1242	9	2.76328502	1.11484229	1.00000000	5.00000000
V57	1241	10	3.51007252	1.23266172	1.00000000	5.00000000
V58	1240	11	3.11935484	1.17422393	1.00000000	5.00000000
V59	1240	11	1.94112903	0.99583573	1.00000000	5.00000000
V60	1239	12	2.56174334	1.17768242	1.00000000	5.00000000
V61	1240	11	3.01774194	1.23821635	1.00000000	5.00000000
V62	1241	10	3.30942788	1.06905886	1.00000000	5.00000000
V63	1241	10	2.20467365	1.00081132	1.00000000	5.00000000
V64	1238	13	3.60823910	1.09640257	1.00000000	5.00000000
V65	1241	10	2.26752619	0.89225218	1.00000000	5.00000000
V66	1241	10	2.36583400	1.07685001	1.00000000	5.00000000
V67	1238	13	2.84410339	1.10225460	1.00000000	5.00000000
V68	1242	9	3.11916264	1.13132951	1.00000000	5.00000000
V69	1242	9	3.56521739	1.21407851	1.00000000	5.00000000
V70	1240	11	2.78629032	1.15343014	1.00000000	5.00000000
V71	1240	11	2.71854839	1.20624331	1.00000000	5.00000000
V72	1237	14	3.92805174	0.88066089	1.00000000	5.00000000
V73	1239	12	3.25262308	1.04731713	2.00000000	5.00000000
V74	1241	10	2.71394037	1.20798714	1.00000000	5.00000000
V75	1238	13	3.03634895	1.20540560	1.00000000	5.00000000
V76	1241	10	2.85495568	1.14718872	1.00000000	5.00000000
V77	1239	12	3.24697337	1.08389076	1.00000000	5.00000000
V78	1235	16	2.87692308	1.07018391	1.00000000	5.00000000
V79	1238	13	2.16720517	0.94744200	1.00000000	5.00000000
V80	1239	12	4.01937046	0.79960365	1.00000000	5.00000000
V81	1241	10	2.52860596	1.19246103	1.00000000	5.00000000
V82	1239	12	2.00403551	0.88743692	1.00000000	5.00000000
V83	1240	11	2.95080645	1.21730832	1.00000000	5.00000000
V84	1238	13	3.85460420	1.14573786	1.00000000	5.00000000
V85	1239	11	3.02177419	1.33507113	1.00000000	5.00000000
V86	1240	12	2.81920904	1.27847307	1.00000000	5.00000000
V87	1241	10	2.80983078	1.03764624	1.00000000	5.00000000
V88	1241	10	2.41176471	1.12246176	1.00000000	5.00000000
V89	1242	9	3.35990338	1.17182997	1.00000000	5.00000000
V90	1239	12	3.35996772	1.16957057	1.00000000	5.00000000
V91	1239	12	2.85552865	1.21817802	1.00000000	5.00000000
V92	1239	12	2.55447942	1.24925588	1.00000000	5.00000000
V93	1236	15	2.57038835	0.99181926	1.00000000	5.00000000
V94	1237	14	2.46806791	1.13988754	1.00000000	5.00000000
V95	1237	14	3.17946645	1.13852743	1.00000000	5.00000000
V96	1235	16	2.77894737	1.23844829	1.00000000	5.00000000
V97	1237	14	3.78011318	0.83229261	1.00000000	5.00000000
V98	1231	20	3.66043867	0.91245375	1.00000000	5.00000000
V99	1234	17	2.77957861	1.13432345	1.00000000	5.00000000
V100	1236	15	2.97411003	1.13432262	1.00000000	5.00000000
V101	1234	17	3.91329011	0.99866985	1.00000000	5.00000000
V102	1236	15	1.92475728	0.94376396	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SM			
V103	1236	15	3.25566343	1.09958047	1.00000000	5.00000000
V104	1234	17	2.92058347	1.36466151	1.00000000	5.00000000
V105	1235	16	3.09797571	1.27026361	1.00000000	5.00000000
V106	1232	19	3.02759740	1.30892757	1.00000000	5.00000000
V107	1214	37	2.48517298	0.92203631	1.00000000	5.00000000
V108	1217	34	2.42317173	0.96273773	1.00000000	5.00000000
V109	1217	34	2.17912901	0.99379236	1.00000000	5.00000000
V110	1216	35	2.46299342	0.97217871	0.00000000	5.00000000
V114	1238	13	2.95234249	1.43469770	1.00000000	5.00000000
V115	1237	14	2.60226354	1.36836474	1.00000000	5.00000000
V116	1238	13	2.87479806	1.32435482	1.00000000	5.00000000
V117	1238	13	2.70840065	1.38642589	1.00000000	5.00000000
V118	1231	20	1.64906580	0.48923071	1.00000000	5.00000000
V119	1238	13	4.07350565	0.72171032	1.00000000	5.00000000
V120	1238	13	3.83279403	0.96015549	1.00000000	5.00000000
V121	1240	11	4.09758065	0.94189236	1.00000000	5.00000000
V122	1239	12	4.00645682	0.93398773	1.00000000	5.00000000
V123	1239	12	4.21468927	0.90541927	1.00000000	5.00000000
V124	1236	15	4.22815534	0.97152170	1.00000000	5.00000000
V125	1238	13	4.26978998	0.94978624	1.00000000	5.00000000
V126	1238	13	4.16155089	0.96070315	1.00000000	5.00000000
V127	1227	24	4.06764466	1.18562127	1.00000000	5.00000000
V152	1210	41	3.05867769	1.03648651	1.00000000	4.00000000
V153	1211	40	1.36829067	0.48254008	1.00000000	2.00000000
V154	761	490	1.72667543	0.52207643	1.00000000	9.00000000
V155	216	1035	3.61574074	1.29238644	1.00000000	6.00000000
V156	1166	85	1.97512864	1.03512506	1.00000000	6.00000000
V157	1194	57	6.40201005	2.13049451	1.00000000	15.00000000
V158	1209	42	2.53184450	1.02575444	1.00000000	4.00000000
V159	1206	45	3.65754561	0.76520078	1.00000000	9.00000000
V160	1207	44	3.08864954	1.54734955	1.00000000	6.00000000
V161	1206	45	3.52902156	1.22575550	1.00000000	6.00000000
V162	1204	47	3.90697674	1.32360794	1.00000000	5.00000000
V163	1208	43	1.64072848	0.99212983	1.00000000	5.00000000
V165	1198	53	1.76961603	0.42125447	1.00000000	2.00000000
V168	1144	107	2.81905594	1.24776075	1.00000000	6.00000000
V169	1152	99	1.46267361	0.49882134	1.00000000	2.00000000
V170	1134	117	1.96208113	0.58169297	1.00000000	3.00000000
V171	998	253	1.87875752	0.32657252	1.00000000	2.00000000
V172	1165	86	5.85836910	1.54698213	1.00000000	11.00000000
V173	1200	51	2.61916667	1.22217459	1.00000000	5.00000000
V174	1199	52	2.64386989	1.15020955	1.00000000	5.00000000
V175	1200	51	2.70916667	1.14119875	1.00000000	5.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SM			
RSN1	1219	32	0.25840853	0.43793938	0	1.00000000
RSN2	1219	32	0.75717801	0.42896436	0	1.00000000
RSN3	1219	32	0.17965546	0.38405777	0	1.00000000
RSN4	1219	32	0.16817063	0.37417125	0	1.00000000
RSN5	1219	32	0.41427400	0.49279841	0	1.00000000
RSN6	1219	32	0.05742412	0.23274670	0	1.00000000
RSN7	1219	32	0.20590648	0.40452842	0	1.00000000
RSN8	1219	32	0.04840033	0.21469874	0	1.00000000
RSN9	1219	32	0.61197703	0.48749985	0	1.00000000
RSN10	1219	32	0.03609516	0.18660350	0	1.00000000
RSN11	1219	32	0.04183757	0.20030003	0	1.00000000
RSN12	1219	32	0.15996719	0.36672607	0	1.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=WR			
V1	340	1	3.87647059	0.97884973	1.00000000	5.00000000
V2	341	0	2.14956012	1.14451690	1.00000000	5.00000000
V3	340	1	3.37647059	1.01291333	1.00000000	5.00000000
V4	340	1	3.32647059	1.26066163	1.00000000	5.00000000
V5	340	1	2.33823529	1.17759685	1.00000000	5.00000000
V6	338	3	3.27514793	1.26515882	1.00000000	5.00000000
V7	338	3	3.57100592	1.02316762	1.00000000	5.00000000
V8	339	2	2.43362832	1.27243958	1.00000000	5.00000000
V9	339	2	2.80235988	1.16882345	1.00000000	5.00000000
V10	338	3	3.93491124	0.92535669	1.00000000	5.00000000
V11	339	2	3.17994100	1.17923804	1.00000000	5.00000000
V12	339	2	2.82300885	1.20818281	1.00000000	5.00000000
V13	338	3	3.87869822	1.12435491	1.00000000	5.00000000
V14	337	4	3.20771513	1.20694905	1.00000000	5.00000000
V15	338	3	2.59467456	1.18530870	1.00000000	5.00000000
V16	338	3	3.42011834	1.03118035	1.00000000	5.00000000
V17	338	3	3.39940828	1.18231263	1.00000000	5.00000000
V18	339	2	2.83775811	1.23362916	1.00000000	5.00000000
V19	338	3	3.06213018	1.27716218	1.00000000	5.00000000
V20	338	3	1.94378698	1.06457937	1.00000000	5.00000000
V21	338	3	2.79585799	1.28782728	1.00000000	5.00000000
V22	339	2	2.93491124	1.09837761	1.00000000	5.00000000
V23	339	2	2.61651917	1.15403523	1.00000000	5.00000000
V24	339	2	1.92920354	1.09908634	1.00000000	5.00000000
V25	338	3	3.53254438	1.21186525	1.00000000	5.00000000
V26	338	3	3.68934911	1.20382878	1.00000000	5.00000000
V27	338	3	2.10059172	1.11714436	1.00000000	5.00000000
V28	338	3	3.54733728	1.08911883	1.00000000	5.00000000
V29	339	2	1.90560472	0.94677802	1.00000000	5.00000000
V30	338	3	2.93491124	1.09837761	1.00000000	5.00000000
V31	339	2	3.29203540	1.18682174	1.00000000	5.00000000
V32	339	2	2.40707965	1.08761588	1.00000000	5.00000000
V33	339	2	2.95280236	1.25504056	1.00000000	5.00000000
V34	339	2	3.05309735	1.19546016	1.00000000	5.00000000
V35	339	2	2.81710914	1.22674916	1.00000000	5.00000000
V36	338	2	2.04142012	1.02117073	1.00000000	5.00000000
V37	336	5	2.76488095	1.14660511	1.00000000	5.00000000
V38	339	2	3.58702065	1.00910484	1.00000000	5.00000000
V39	339	2	2.74926254	1.07923833	1.00000000	5.00000000
V40	340	1	2.09117647	1.02501677	1.00000000	5.00000000
V41	340	1	2.85882353	1.19638532	1.00000000	5.00000000
V42	340	1	3.80882353	0.95406834	1.00000000	5.00000000
V43	340	1	3.36176471	1.31533158	1.00000000	5.00000000
V44	338	3	4.01775148	0.80777654	1.00000000	5.00000000
V45	340	1	2.57352941	1.04070796	1.00000000	5.00000000
V46	340	1	2.69117647	1.06509868	1.00000000	5.00000000
V47	339	2	3.32448378	1.29896042	1.00000000	5.00000000
V48	337	4	2.74480712	1.11810508	1.00000000	5.00000000
V49	339	2	3.85840708	1.00766814	1.00000000	5.00000000
V50	339	2	2.86430678	1.12759643	1.00000000	5.00000000
V51	337	4	2.53709199	1.17233278	1.00000000	5.00000000

Table C.1--continued

SITENAME=YR

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V52	337	4	4.17507418	0.97692213	1.00000000	5.00000000
V53	340	1	3.93529412	0.76149300	1.00000000	5.00000000
V54	340	1	3.55294118	1.08902687	1.00000000	5.00000000
V55	340	1	2.77941176	1.23428873	1.00000000	5.00000000
V56	339	2	2.88200590	1.10844023	1.00000000	5.00000000
V57	339	2	3.47492625	1.18738048	1.00000000	5.00000000
V58	340	1	3.30000000	1.14108058	1.00000000	5.00000000
V59	337	4	2.14243323	1.06508887	1.00000000	5.00000000
V60	339	2	2.43952802	1.16088918	1.00000000	5.00000000
V61	339	2	3.03539823	1.26347790	1.00000000	5.00000000
V62	337	4	3.41246291	1.07690537	1.00000000	5.00000000
V63	338	3	2.52662722	1.10604001	1.00000000	5.00000000
V64	338	3	3.37278107	1.14138443	1.00000000	5.00000000
V65	339	2	2.41297935	1.02076501	1.00000000	5.00000000
V66	339	2	2.59292035	1.07942431	1.00000000	5.00000000
V67	339	2	2.95870206	1.03977386	1.00000000	5.00000000
V68	340	1	3.25882353	1.07974586	1.00000000	5.00000000
V69	340	1	3.90000000	0.99940986	1.00000000	5.00000000
V70	339	2	3.03244838	1.08054757	1.00000000	5.00000000
V71	340	1	3.07058824	1.10283341	1.00000000	5.00000000
V72	336	5	4.10416667	0.73981475	1.00000000	5.00000000
V73	338	3	3.42021834	1.01083624	1.00000000	5.00000000
V74	340	1	2.99411765	1.18991365	1.00000000	5.00000000
V75	340	1	3.25588235	1.16580866	1.00000000	5.00000000
V76	339	2	3.06489676	1.07770888	1.00000000	5.00000000
V77	339	2	3.46076670	0.97051179	1.00000000	5.00000000
V78	338	3	3.00000000	0.99553901	1.00000000	5.00000000
V79	339	2	1.96165192	0.91745318	1.00000000	5.00000000
V80	338	3	4.00295858	0.73689750	1.00000000	5.00000000
V81	338	3	2.70118343	1.21173727	1.00000000	5.00000000
V82	338	3	1.93786982	0.89126201	1.00000000	5.00000000
V83	336	5	2.80654762	1.19504649	1.00000000	5.00000000
V84	337	4	3.84866469	1.13557451	1.00000000	5.00000000
V85	338	3	2.56508876	1.23867936	1.00000000	5.00000000
V86	337	4	3.11869436	1.21161569	1.00000000	5.00000000
V87	337	4	2.85756677	1.07066291	1.00000000	5.00000000
V88	338	3	2.90504451	1.18140532	1.00000000	5.00000000
V89	338	3	2.68047337	1.04141413	1.00000000	5.00000000
V90	338	3	3.57988166	1.04830398	1.00000000	5.00000000
V91	336	5	3.12500000	1.23717299	1.00000000	5.00000000
V92	336	5	2.80923381	1.28807333	1.00000000	5.00000000
V93	336	5	2.61607143	0.90020431	1.00000000	5.00000000
V94	337	4	2.56676558	1.14531626	1.00000000	5.00000000
V95	336	5	3.29464286	1.13798769	1.00000000	5.00000000
V96	337	4	2.94065282	1.26868541	1.00000000	5.00000000
V97	336	5	3.75595238	0.82857204	1.00000000	5.00000000
V98	337	4	3.61424332	0.87261858	1.00000000	5.00000000
V99	337	4	2.77744807	1.15251873	1.00000000	5.00000000
V100	337	4	3.15133531	1.10367608	1.00000000	5.00000000
V101	338	3	3.81065089	0.95271229	1.00000000	5.00000000
V102	337	4	1.82789318	0.91615430	1.00000000	5.00000000

Table C.1--continued

SITENAME=WR

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V103	337	4	3.11572700	1.12927316	1.00000000	5.00000000
V104	335	6	3.26865672	1.33786506	1.00000000	5.00000000
V105	334	7	3.07784431	1.25678465	1.00000000	5.00000000
V106	336	5	2.94642857	1.30788163	1.00000000	5.00000000
V107	333	8	2.80180180	0.93930075	1.00000000	5.00000000
V108	332	9	2.56325301	1.04241134	1.00000000	5.00000000
V109	333	8	2.26726727	1.07995595	1.00000000	5.00000000
V110	333	8	2.60660661	0.99919465	1.00000000	5.00000000
V114	335	6	2.78507463	1.42741063	1.00000000	5.00000000
V115	334	7	2.50299401	1.32598992	1.00000000	5.00000000
V116	334	7	2.70359281	1.32163300	1.00000000	5.00000000
V117	334	7	2.56506826	1.39932512	1.00000000	5.00000000
V118	335	6	1.75223881	0.43235818	1.00000000	2.00000000
V119	334	7	4.20059880	0.65659025	1.00000000	5.00000000
V120	333	8	3.95195195	0.88363848	1.00000000	5.00000000
V121	333	8	4.14114114	0.88557103	1.00000000	5.00000000
V122	334	7	4.06287425	0.95810066	1.00000000	5.00000000
V123	335	6	4.21492537	0.91645858	1.00000000	5.00000000
V124	334	7	4.46706587	0.77718543	1.00000000	5.00000000
V125	333	8	4.49249249	0.83455354	1.00000000	5.00000000
V126	335	6	4.39402985	0.85819065	1.00000000	5.00000000
V127	332	9	4.37048193	0.99762667	1.00000000	5.00000000
V152	332	9	3.29518072	0.91161072	1.00000000	4.00000000
V153	328	13	1.85975610	0.34777045	1.00000000	2.00000000
V154	44	297	1.79545455	0.40803246	1.00000000	6.00000000
V155	9	332	1.11111111	0.16666667	1.00000000	2.00000000
V156	316	25	2.02215190	1.07029878	1.00000000	6.00000000
V157	325	16	6.59692308	1.97061509	3.00000000	12.00000000
V158	329	12	2.87234043	1.03687837	1.00000000	4.00000000
V159	325	16	3.77230769	0.57507587	1.00000000	5.00000000
V160	329	12	3.47112462	1.57725418	1.00000000	6.00000000
V161	329	12	3.82370821	1.21947494	1.00000000	6.00000000
V162	325	16	3.88307692	1.32818093	1.00000000	6.00000000
V163	326	15	1.43558282	0.80793610	1.00000000	4.00000000
V165	322	19	1.77639752	0.41730713	1.00000000	2.00000000
V168	314	27	2.80091720	1.31104373	1.00000000	6.00000000
V169	317	24	1.53943218	0.49923073	1.00000000	2.00000000
V170	312	29	1.67307692	0.52172681	1.00000000	3.00000000
V171	262	79	1.95038168	0.21757072	1.00000000	2.00000000
V172	316	25	4.99683544	1.82138691	1.00000000	11.00000000

Table C.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			---- SITENAME=WR			
RSN1	329	12	0.18237082	0.38673804	0	1.00000000
RSN2	329	12	0.78419453	0.41200658	0	1.00000000
RSN3	329	12	0.20364742	0.40332317	0	1.00000000
RSN4	329	12	0.15805471	0.36534796	0	1.00000000
RSN5	329	12	0.29787234	0.45801970	0	1.00000000
RSN6	329	12	0.03343465	0.18004250	0	1.00000000
RSN7	329	12	0.22796353	0.42015798	0	1.00000000
RSN8	329	12	0.07598784	0.26538228	0	1.00000000
RSN9	329	12	0.70820669	0.45528014	0	1.00000000
RSN10	329	12	0.02735562	0.16336589	0	1.00000000
RSN11	329	12	0.02431611	0.15426331	0	1.00000000
RSN12	329	12	0.14285714	0.35046013	0	1.00000000

Table C.2

MEANS FOR ALL VARIABLES, SUPERVISORS

SITENAME=OC

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V1	184	0	4.04347826	0.81533182	1.00000000	5.00000000
V2	184	0	2.65760870	1.24010697	1.00000000	5.00000000
V3	184	0	2.96739130	1.09595468	1.00000000	5.00000000
V4	184	0	3.87500000	0.92365690	1.00000000	5.00000000
V5	184	0	2.85869565	1.06182153	1.00000000	5.00000000
V6	184	0	3.39130435	1.20523922	1.00000000	5.00000000
V7	183	1	2.65027322	1.06290470	1.00000000	5.00000000
V8	183	1	3.14207650	1.22318718	1.00000000	5.00000000
V9	183	1	2.82513661	1.14930550	1.00000000	5.00000000
V10	183	1	4.40983607	0.65575347	1.00000000	5.00000000
V11	183	1	3.79781421	0.99316103	1.00000000	5.00000000
V12	183	1	3.34972678	1.08444452	1.00000000	5.00000000
V13	183	1	3.10928962	1.19480149	1.00000000	5.00000000
V14	183	1	3.73770492	1.01475336	1.00000000	5.00000000
V15	182	2	3.25274725	1.11833940	1.00000000	5.00000000
V16	183	1	3.77049180	0.93279874	1.00000000	5.00000000
V17	183	1	3.86885246	0.95748199	1.00000000	5.00000000
V18	183	1	3.11475410	1.08584844	1.00000000	5.00000000
V19	183	1	3.66120219	1.07671288	1.00000000	5.00000000
V20	183	1	2.98360656	1.27303138	1.00000000	5.00000000
V21	183	1	3.48633880	1.07344533	1.00000000	5.00000000
V22	183	1	3.25683060	1.04020539	1.00000000	5.00000000
V23	183	1	3.48087432	1.09364563	1.00000000	5.00000000
V24	183	1	3.15846995	1.19615770	1.00000000	5.00000000
V25	183	1	3.80874317	0.85903732	1.00000000	5.00000000
V26	183	1	3.04918033	1.21473865	1.00000000	5.00000000
V27	183	1	2.96174863	1.14049401	1.00000000	5.00000000
V28	183	1	3.81967213	0.83550728	1.00000000	5.00000000
V29	183	1	3.49726776	1.13328423	1.00000000	5.00000000
V30	182	2	2.57142857	0.99881540	1.00000000	5.00000000
V31	182	2	3.58791209	1.08758287	1.00000000	5.00000000
V32	183	1	2.92349727	1.16950483	1.00000000	5.00000000
V33	183	1	3.62841530	1.02906188	1.00000000	5.00000000
V34	183	1	3.68306011	1.06290470	1.00000000	5.00000000
V35	183	1	3.24043716	1.12291313	1.00000000	5.00000000
V36	183	1	2.13661202	1.03664903	1.00000000	5.00000000
V37	181	3	3.32044199	1.05781317	1.00000000	5.00000000
V38	181	3	3.54696133	1.05633230	1.00000000	5.00000000
V39	181	3	3.44198895	1.00177865	1.00000000	5.00000000
V40	181	3	3.04972376	1.08154336	1.00000000	5.00000000
V41	180	4	3.42222222	0.97999861	1.00000000	5.00000000
V42	181	3	4.21546961	0.74757640	1.00000000	5.00000000
V43	181	3	3.94475138	0.94117986	1.00000000	5.00000000
V44	180	4	4.29834254	0.64070058	2.00000000	5.00000000
V45	181	3	2.38888889	0.97102658	1.00000000	5.00000000
V46	181	3	3.07734807	1.09269577	1.00000000	5.00000000
V47	181	3	3.51933702	1.06244561	1.00000000	5.00000000
V48	180	4	2.93370166	1.10856369	1.00000000	5.00000000
V49	181	3	4.07222222	0.80522425	1.00000000	5.00000000
V50	180	3	3.41436464	0.99421284	1.00000000	5.00000000
V51	181	3	2.37016575	1.03333036	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=OC			
V52	184	0	3.48913043	1.08637428	1.00000000	5.00000000
V53	184	0	4.19021739	0.50322670	2.00000000	5.00000000
V54	184	0	4.14673913	0.77895139	1.00000000	5.00000000
V55	184	0	3.77717391	1.04506159	1.00000000	5.00000000
V56	184	0	3.41847826	0.94890554	1.00000000	5.00000000
V57	184	0	2.74456522	1.06866590	1.00000000	5.00000000
V58	184	0	3.99456522	0.79957149	1.00000000	5.00000000
V59	184	0	2.60869565	1.18235221	1.00000000	5.00000000
V60	184	0	2.65217391	1.06031012	1.00000000	5.00000000
V61	184	0	3.68478261	1.00739721	1.00000000	5.00000000
V62	184	0	4.08152174	0.69257251	2.00000000	5.00000000
V63	184	0	2.39130435	0.93454085	1.00000000	5.00000000
V64	184	0	3.12500000	1.12625158	1.00000000	5.00000000
V65	184	0	2.64673913	0.93516032	1.00000000	5.00000000
V66	184	0	3.66847826	1.04744595	1.00000000	5.00000000
V67	182	2	3.72527473	0.83521836	1.00000000	5.00000000
V68	181	3	3.54696133	0.86554680	1.00000000	5.00000000
V69	182	2	3.70329670	0.87940846	2.00000000	5.00000000
V70	182	2	3.17582418	1.09840071	1.00000000	5.00000000
V71	182	2	3.54395604	1.01684256	1.00000000	5.00000000
V72	182	2	4.30769231	0.56901741	1.00000000	5.00000000
V73	182	2	3.78571429	0.80276751	1.00000000	5.00000000
V74	182	2	3.73626374	0.98983971	1.00000000	5.00000000
V75	182	2	3.80219780	0.96020003	1.00000000	5.00000000
V76	182	2	3.62637363	0.98775208	1.00000000	5.00000000
V77	182	2	3.73076923	1.00222871	1.00000000	5.00000000
V78	182	2	3.20879121	1.07730463	1.00000000	5.00000000
V79	182	2	2.40109890	1.01839376	1.00000000	5.00000000
V80	182	2	4.38461538	0.55162704	2.00000000	5.00000000
V81	181	3	3.38121547	1.06639614	1.00000000	5.00000000
V82	183	1	2.32240437	0.99993995	1.00000000	5.00000000
V83	183	1	3.63934426	1.04354826	1.00000000	5.00000000
V84	183	1	2.97814208	1.19042094	1.00000000	5.00000000
V85	183	1	2.10382514	1.10201445	1.00000000	5.00000000
V86	183	1	4.15300546	0.78346878	1.00000000	5.00000000
V87	183	1	2.97814208	1.10421910	1.00000000	5.00000000
V88	183	1	3.45355191	1.05183041	1.00000000	5.00000000
V89	182	2	3.76373626	0.95431749	1.00000000	5.00000000
V90	183	1	4.06557377	0.70012995	1.00000000	5.00000000
V91	183	1	3.86338798	0.86311695	1.00000000	5.00000000
V92	183	1	3.34972678	1.06290470	1.00000000	5.00000000
V93	183	1	2.81420765	0.91292026	1.00000000	5.00000000
V94	183	1	3.44808743	1.00890766	1.00000000	5.00000000
V95	183	1	3.65027322	0.92468434	1.00000000	5.00000000
V96	183	1	3.58469945	1.05465259	1.00000000	5.00000000
V97	183	1	3.92349727	0.67502121	2.00000000	5.00000000
V98	183	1	2.99453552	0.99723391	1.00000000	5.00000000
V99	183	1	3.43169399	0.98587880	1.00000000	5.00000000
V100	183	1	3.77049180	0.80643244	1.00000000	5.00000000
V101	183	1	3.15846995	1.05976457	1.00000000	5.00000000
V-02	183	1	2.86338798	1.14734452	1.00000000	5.00000000

Table C.2--continued

SITENAME=OC

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V103	183	1	3.83606557	0.78824456	1.00000000	5.00000000
V104	183	1	3.16939891	1.21742981	1.00000000	5.00000000
V105	183	1	2.25136612	1.07528979	1.00000000	5.00000000
V106	183	1	3.69945355	1.04426731	1.00000000	5.00000000
V107	181	3	2.67955801	0.94696698	1.00000000	5.00000000
V108	181	3	2.59116022	0.95958862	1.00000000	5.00000000
V109	181	3	2.59668508	1.00983500	1.00000000	5.00000000
V110	181	3	2.72928177	1.01032120	1.00000000	5.00000000
V114	182	2	3.40109890	1.26079818	1.00000000	5.00000000
V115	182	2	3.32967033	1.25750736	1.00000000	5.00000000
V116	182	2	3.54945055	1.17278191	1.00000000	5.00000000
V117	181	2	2.70879121	1.20649151	1.00000000	5.00000000
V118	181	3	1.61325967	0.48835425	1.00000000	2.00000000
V119	181	3	4.19889503	0.55196507	3.00000000	5.00000000
V120	182	2	4.07142857	0.72092416	1.00000000	5.00000000
V121	182	2	4.26373626	0.67856144	2.00000000	5.00000000
V122	182	2	4.03296703	0.79986946	1.00000000	5.00000000
V123	181	3	4.39779006	0.67230580	2.00000000	5.00000000
V124	182	2	4.32967033	0.80131032	1.00000000	5.00000000
V125	182	2	4.04395604	0.98510552	1.00000000	5.00000000
V126	182	2	4.24175824	0.87747326	1.00000000	5.00000000
V127	182	2	4.09340659	1.09092714	1.00000000	5.00000000
V128	181	3	3.13259669	1.08222425	1.00000000	5.00000000
V129	180	4	2.81111111	1.12755675	1.00000000	5.00000000
V130	180	4	2.16666667	1.01662164	1.00000000	5.00000000
V131	180	4	2.65555556	1.11024796	1.00000000	5.00000000
V132	180	4	2.50000000	1.19355813	1.00000000	5.00000000
V133	180	4	3.64444444	0.93726228	1.00000000	5.00000000
V134	180	4	2.87777778	1.14655450	1.00000000	5.00000000
V135	180	4	3.26666667	1.13649466	1.00000000	5.00000000
V136	180	4	3.12222222	1.05521083	1.00000000	5.00000000
V137	179	5	3.35555556	1.03902738	1.00000000	5.00000000
V138	180	4	3.97765363	0.76404679	1.00000000	5.00000000
V139	180	4	3.82222222	1.06836457	1.00000000	5.00000000
V140	180	4	3.32222222	1.07097593	1.00000000	5.00000000
V141	180	4	2.20000000	1.05385698	1.00000000	5.00000000
V142	181	3	3.06629834	1.07290991	1.00000000	5.00000000
V143	181	3	3.24861878	0.94813312	1.00000000	5.00000000
V144	181	3	2.32596685	0.96542436	1.00000000	5.00000000
V145	181	3	2.49723757	0.85390807	1.00000000	5.00000000
V146	180	4	2.83888889	1.16352330	1.00000000	5.00000000
V147	180	4	3.44444444	0.97006722	1.00000000	5.00000000
V148	180	4	2.50000000	0.97166562	1.00000000	5.00000000
V149	180	4	3.50000000	0.95426125	2.00000000	5.00000000
V150	181	3	2.87292818	1.16922897	1.00000000	4.00000000
V152	181	3	3.81215470	0.55584400	2.00000000	5.00000000
V153	180	4	1.78888889	0.40923541	1.00000000	2.00000000
V154	40	144	1.80000000	0.40509575	1.00000000	2.00000000
V155	7	177	3.57142857	1.39727626	1.00000000	5.00000000
V156	168	16	2.76190476	1.93684135	1.00000000	5.00000000
V157	177	7	9.42372891	2.68118480	1.00000000	15.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=OC			
V158	181	3	2.75138122	1.06929924	1.00000000	4.00000000
V159	181	3	3.78453039	0.60826111	1.00000000	5.00000000
V160	181	3	4.01657459	1.48875466	1.00000000	6.00000000
V161	179	5	4.54740603	1.02317629	2.00000000	6.00000000
V162	179	5	4.03910615	1.11860230	1.00000000	5.00000000
V163	181	3	1.28176796	0.69374120	1.00000000	4.00000000
V165	178	6	1.98314607	0.12908715	1.00000000	2.00000000
V166	174	10	3.17816092	1.05204731	1.00000000	4.00000000
V167	176	8	4.82954545	1.18776227	1.00000000	9.00000000
V168	177	7	3.42372881	1.14619018	1.00000000	6.00000000
V169	179	5	1.26256983	0.44126489	1.00000000	2.00000000
V170	179	5	1.92178771	0.38876251	1.00000000	3.00000000
V171	158	26	1.98101266	0.13691408	1.00000000	2.00000000
V172	179	5	5.73743017	1.81544438	1.00000000	10.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=OC			
RSN1	180	4	0.22777778	0.42056832	0	1.00000000
RSN2	180	4	0.78333333	0.41312273	0	1.00000000
RSN3	180	4	0.17222222	0.37862668	0	1.00000000
RSN4	180	4	0.12777778	0.33477343	0	1.00000000
RSN5	180	4	0.38888889	0.48885785	0	1.00000000
RSN6	180	4	0.11666667	0.32191813	0	1.00000000
RSN7	180	4	0.16111111	0.36865888	0	1.00000000
RSN8	180	4	0.06111111	0.24020217	0	1.00000000
RSN9	180	4	0.56111111	0.49763563	0	1.00000000
RSN10	180	4	0.05000000	0.21855288	0	1.00000000
RSN11	180	4	0.06666667	0.25013963	0	1.00000000
RSN12	180	4	0.20555556	0.40523422	0	1.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=00			
V1	151	1	3.90066225	0.85443913	1.00000000	5.00000000
V2	151	1	2.71523179	1.24030901	1.00000000	5.00000000
V3	151	1	3.15894040	1.10810779	1.00000000	5.00000000
V4	151	1	4.09933775	0.83868919	1.00000000	5.00000000
V5	151	1	3.11258278	1.06171588	1.00000000	5.00000000
V6	151	1	3.72847682	1.10715115	1.00000000	5.00000000
V7	151	1	2.56291391	1.04292000	1.00000000	5.00000000
V8	151	1	2.82119205	1.28626639	1.00000000	5.00000000
V9	151	1	2.47682119	1.14212922	1.00000000	5.00000000
V10	151	1	4.21854305	0.81563096	1.00000000	5.00000000
V11	151	1	3.86754967	0.82199348	1.00000000	5.00000000
V12	151	1	3.19867550	1.05842567	1.00000000	5.00000000
V13	151	1	3.11258278	1.15783157	1.00000000	5.00000000
V14	151	1	3.65562914	1.02662137	1.00000000	5.00000000
V15	151	1	3.31788079	1.08548521	1.00000000	5.00000000
V16	151	1	3.68874172	0.99455471	1.00000000	5.00000000
V17	151	1	3.76821192	0.97600347	1.00000000	5.00000000
V18	151	1	3.36423841	1.03591147	1.00000000	5.00000000
V19	151	1	3.52317881	1.08032861	1.00000000	5.00000000
V20	151	1	2.63576159	1.25689270	1.00000000	5.00000000
V21	151	1	3.13907285	1.13160497	1.00000000	5.00000000
V22	151	1	3.43046358	1.21386399	1.00000000	5.00000000
V23	151	1	3.45033113	1.23361762	1.00000000	5.00000000
V24	151	1	3.08609272	1.24333100	1.00000000	5.00000000
V25	151	1	3.93377483	0.78882929	2.00000000	5.00000000
V26	151	1	3.39072848	1.18306669	1.00000000	5.00000000
V27	151	1	2.99337748	1.16330958	1.00000000	5.00000000
V28	151	1	3.74172185	0.86766796	2.00000000	5.00000000
V29	151	1	2.26490066	1.05009198	1.00000000	5.00000000
V30	151	1	2.72847682	1.06416650	1.00000000	5.00000000
V31	151	1	3.54966887	1.11168786	1.00000000	5.00000000
V32	151	1	2.56291391	1.17516614	1.00000000	5.00000000
V33	151	1	3.64238411	1.04143728	1.00000000	5.00000000
V34	151	1	3.59602649	1.16721211	1.00000000	5.00000000
V35	151	1	3.03973510	1.11283898	1.00000000	5.00000000
V36	151	1	2.12582781	0.99535344	1.00000000	5.00000000
V37	150	2	3.08000000	1.12637686	1.00000000	5.00000000
V38	150	2	3.45333333	1.12080189	1.00000000	5.00000000
V39	150	2	3.41333333	1.00459793	1.00000000	5.00000000
V40	150	2	3.08666667	1.12885680	1.00000000	5.00000000
V41	150	2	3.35333333	1.13596877	1.00000000	5.00000000
V42	150	2	4.22666667	0.74317175	1.00000000	5.00000000
V43	150	2	3.92000000	0.93061285	1.00000000	5.00000000
V44	150	2	4.28666667	0.63812505	2.00000000	5.00000000
V45	150	2	2.22666667	0.97723529	1.00000000	5.00000000
V46	150	2	2.93333333	1.07856894	1.00000000	5.00000000
V47	150	2	3.40000000	1.17009723	1.00000000	5.00000000
V48	150	2	2.64000000	1.20000000	1.00000000	5.00000000
V49	150	2	4.00666667	0.86308847	1.00000000	5.00000000
V50	150	2	3.20000000	1.08683396	1.00000000	5.00000000
V51	150	2	2.38000000	1.03411603	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=00			
V52	151	1	3.64238411	1.01550888	1.00000000	5.00000000
V53	151	1	4.18543046	0.61540202	1.00000000	5.00000000
V54	151	1	4.00000000	0.84852814	1.00000000	5.00000000
V55	151	1	3.77483444	1.02092889	1.00000000	5.00000000
V56	151	1	3.29801325	1.06954633	1.00000000	5.00000000
V57	151	1	2.77483444	1.14991122	1.00000000	5.00000000
V58	151	1	3.82781457	0.86995471	1.00000000	5.00000000
V59	151	1	2.39072848	1.07066029	1.00000000	5.00000000
V60	151	1	2.49668874	0.98572594	1.00000000	5.00000000
V61	151	1	3.80132450	0.93822433	1.00000000	5.00000000
V62	151	1	3.99337748	0.84456449	1.00000000	5.00000000
V63	151	1	3.26490066	0.83027696	1.00000000	5.00000000
V64	151	1	3.12582781	1.22368098	1.00000000	5.00000000
V65	151	1	2.52980132	0.91511709	1.00000000	5.00000000
V66	151	1	3.70860927	0.99055139	1.00000000	5.00000000
V67	150	2	3.61333333	0.83374039	1.00000000	5.00000000
V68	150	2	3.65333333	0.84334478	1.00000000	5.00000000
V69	150	2	3.68666667	0.99080786	2.00000000	5.00000000
V70	150	2	2.91333333	1.08644279	1.00000000	5.00000000
V71	150	2	3.51333333	1.02804086	1.00000000	5.00000000
V72	150	2	4.24666667	0.60130358	1.00000000	5.00000000
V73	150	2	3.80000000	0.82233978	1.00000000	5.00000000
V74	150	2	3.75333333	0.95493537	1.00000000	5.00000000
V75	150	2	3.66666667	1.00779956	1.00000000	5.00000000
V76	150	2	3.90666667	0.83823614	1.00000000	5.00000000
V77	150	2	3.73333333	0.96701760	1.00000000	5.00000000
V78	150	2	3.14666667	1.10754985	1.00000000	5.00000000
V79	150	2	2.26666667	1.00779956	1.00000000	5.00000000
V80	150	2	4.34666667	0.59060504	1.00000000	5.00000000
V81	150	2	2.98666667	1.16427047	1.00000000	5.00000000
V82	150	2	2.23333333	0.97908783	1.00000000	5.00000000
V83	150	2	3.37333333	1.10244796	1.00000000	5.00000000
V84	150	2	3.07333333	1.15912873	1.00000000	5.00000000
V85	150	2	2.42000000	1.28109643	1.00000000	5.00000000
V86	150	2	4.00666667	1.01991358	1.00000000	5.00000000
V87	150	2	2.57333333	1.10730743	1.00000000	5.00000000
V88	150	2	3.31333333	1.06900610	1.00000000	5.00000000
V89	150	2	3.68000000	0.98526050	1.00000000	5.00000000
V90	150	2	4.06666667	0.82467538	2.00000000	5.00000000
V91	150	2	3.68666667	1.00426384	1.00000000	5.00000000
V92	150	2	3.40666667	1.09970507	1.00000000	5.00000000
V93	150	2	2.82000000	0.88287207	2.00000000	5.00000000
V94	150	2	3.67333333	0.84739369	1.00000000	5.00000000
V95	150	2	3.64666667	0.97716651	1.00000000	5.00000000
V96	150	2	3.57333333	1.08279158	1.00000000	5.00000000
V97	150	2	4.00666667	1.04524573	2.00000000	5.00000000
V98	151	1	3.08609272	1.04924389	1.00000000	5.00000000
V99	151	1	3.19867550	1.09946389	1.00000000	5.00000000
V100	151	1	3.67549669	0.67597313	1.00000000	5.00000000
V101	151	1	2.14569536	1.16845968	1.00000000	5.00000000
V102	150	2	2.71333333	1.16628629	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=00			
V103	151	1	3.75496689	0.87152653	1.00000000	5.00000000
V104	151	1	3.38410596	1.27468128	1.00000000	5.00000000
V105	151	1	2.58278146	1.27727635	1.00000000	5.00000000
V106	151	1	3.62251656	1.08161436	1.00000000	5.00000000
V107	149	3	2.51006711	0.91988138	1.00000000	4.00000000
V108	150	2	2.48666667	0.99486377	1.00000000	5.00000000
V109	149	3	2.51006711	1.01086964	1.00000000	5.00000000
V110	149	3	2.51677852	0.96984275	1.00000000	5.00000000
V114	148	4	3.38513514	1.30161411	1.00000000	5.00000000
V115	148	4	3.15540541	1.42242888	1.00000000	5.00000000
V116	148	4	3.52702703	1.26945243	1.00000000	5.00000000
V117	148	4	2.50675676	1.32735029	1.00000000	5.00000000
V118	148	4	1.60810811	0.48983039	1.00000000	2.00000000
V119	147	5	4.33333333	0.64461238	1.00000000	5.00000000
V120	148	4	4.16216216	0.80857693	1.00000000	5.00000000
V121	148	4	4.30405405	0.82196698	2.00000000	5.00000000
V122	148	4	4.12162162	0.79805467	1.00000000	5.00000000
V123	146	6	4.38356164	0.72644004	2.00000000	5.00000000
V124	147	5	4.34013605	0.87973065	1.00000000	5.00000000
V125	147	5	4.25850340	0.89203811	1.00000000	5.00000000
V126	147	5	4.23809524	0.90911166	1.00000000	5.00000000
V127	147	5	4.00000000	1.25512647	1.00000000	5.00000000
V128	150	2	3.34666667	1.15268386	1.00000000	5.00000000
V129	149	3	2.85906040	1.13910903	1.00000000	5.00000000
V130	149	3	2.10067114	1.09510561	1.00000000	5.00000000
V131	149	3	2.56375839	1.12299159	1.00000000	5.00000000
V132	149	3	2.71812081	1.24162348	1.00000000	5.00000000
V133	149	3	3.39597315	0.99877487	1.00000000	5.00000000
V134	149	3	2.66442953	1.16021164	1.00000000	5.00000000
V135	149	3	2.76510067	1.18771449	1.00000000	5.00000000
V136	149	3	2.68456376	1.10335636	1.00000000	5.00000000
V137	148	4	3.45270270	0.99203947	1.00000000	5.00000000
V138	149	3	3.71812081	1.05318396	1.00000000	5.00000000
V139	149	3	3.83221477	1.03586160	1.00000000	5.00000000
V140	149	3	3.26845638	1.15449107	1.00000000	5.00000000
V141	149	3	2.06711409	1.01784370	1.00000000	5.00000000
V142	150	2	2.94666667	1.12199886	1.00000000	5.00000000
V143	150	2	3.37333333	0.93080514	1.00000000	5.00000000
V144	150	2	2.40000000	1.02975856	1.00000000	5.00000000
V145	150	2	2.64000000	0.88446700	1.00000000	5.00000000
V146	150	2	3.00000000	1.18151308	1.00000000	5.00000000
V147	150	2	3.51333333	0.96054142	1.00000000	5.00000000
V148	150	2	2.58666667	0.99789488	1.00000000	4.00000000
V149	150	2	3.50000000	1.04110164	1.00000000	5.00000000
V150	149	3	3.02684564	1.19653954	1.00000000	5.00000000
V152	149	3	3.77181208	0.62731523	1.00000000	4.00000000
V153	149	3	1.58389262	0.49457423	1.00000000	2.00000000
V154	62	90	1.72580645	0.44974874	1.00000000	2.00000000
V155	17	135	2.58823529	1.37198868	1.00000000	6.00000000
V156	139	13	2.58992806	1.90655980	1.00000000	6.00000000
V157	147	5	9.53061224	2.65171468	1.00000000	15.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=CO			
V158	148	4	2.50000000	1.12787803	1.00000000	4.00000000
V159	148	4	3.87837838	0.47958890	1.00000000	4.00000000
V160	148	4	3.68243243	1.40474009	1.00000000	6.00000000
V161	148	4	4.75000000	0.83197168	3.00000000	6.00000000
V162	148	4	3.83108108	1.15109243	1.00000000	5.00000000
V163	148	4	1.42567568	0.74770594	1.00000000	4.00000000
V165	147	5	1.94557823	0.22762361	1.00000000	2.00000000
V166	148	4	2.95945946	1.11805454	1.00000000	4.00000000
V167	147	5	4.62585034	1.12998293	1.00000000	7.00000000
V168	146	6	3.00000000	0.99654576	1.00000000	6.00000000
V169	146	6	1.32191781	0.46881996	1.00000000	2.00000000
V170	146	6	2.07534247	0.28972321	1.00000000	3.00000000
V171	141	11	1.91489362	0.28003474	1.00000000	2.00000000
V172	147	5	5.97959184	1.81118817	2.00000000	11.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=OO			
RSN1	149	3	0.34899329	0.47825944	0	1.00000000
RSN2	149	3	0.85234899	0.35595017	0	1.00000000
RSN3	149	3	0.15436242	0.36251435	0	1.00000000
RSN4	149	3	0.08724832	0.28315037	0	1.00000000
RSN5	149	3	0.37583893	0.48597228	0	1.00000000
RSN6	149	3	0.06711409	0.25106340	0	1.00000000
RSN7	149	3	0.10738255	0.31064318	0	1.00000000
RSN8	149	3	0.03355705	0.18069339	0	1.00000000
RSN9	149	3	0.67114094	0.47138314	0	1.00000000
RSN10	149	3	0.02684564	0.16217728	0	1.00000000
RSN11	149	3	0.06040268	0.23903488	0	1.00000000
RSN12	149	3	0.17449664	0.38081604	0	1.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SA			
V1	178	0	3.96067416	1.01046703	1.00000000	5.00000000
V2	177	1	2.57627119	1.30388480	1.00000000	5.00000000
V3	178	0	2.59550562	1.08110742	1.00000000	5.00000000
V4	178	0	3.89887640	1.08450769	1.00000000	5.00000000
V5	178	0	2.87640449	1.15293999	1.00000000	5.00000000
V6	178	0	2.99438202	1.25548375	1.00000000	5.00000000
V7	177	1	2.39548023	1.10863446	1.00000000	5.00000000
V8	175	3	3.10285714	1.25521572	1.00000000	5.00000000
V9	176	2	3.14204545	1.12490981	1.00000000	5.00000000
V10	175	3	4.40000000	0.68648698	1.00000000	5.00000000
V11	176	2	3.75568182	0.99281510	1.00000000	5.00000000
V12	176	2	3.29545455	1.07606788	1.00000000	5.00000000
V13	176	2	3.05681818	1.24081038	1.00000000	5.00000000
V14	176	2	3.65909091	1.10465367	1.00000000	5.00000000
V15	176	2	3.32386364	1.19173289	1.00000000	5.00000000
V16	175	3	3.90285714	0.92023414	1.00000000	5.00000000
V17	176	2	3.60227273	1.12671226	1.00000000	5.00000000
V18	176	2	3.35227273	1.03139044	1.00000000	5.00000000
V19	175	3	3.53142857	1.13860457	1.00000000	5.00000000
V20	176	2	3.07386364	1.32242153	1.00000000	5.00000000
V21	176	2	3.31250000	1.17549382	1.00000000	5.00000000
V22	176	2	3.19886364	1.17117712	1.00000000	5.00000000
V23	176	2	3.36158192	1.19862316	1.00000000	5.00000000
V24	176	2	3.06818182	1.35474155	1.00000000	5.00000000
V25	177	1	3.97175141	0.88823995	1.00000000	5.00000000
V26	177	1	3.19774011	1.26598663	1.00000000	5.00000000
V27	176	2	3.17613636	1.28627874	1.00000000	5.00000000
V28	177	1	4.03389831	0.78983820	1.00000000	5.00000000
V29	177	1	2.44067797	1.19093908	1.00000000	5.00000000
V30	177	1	2.70056497	1.11582100	1.00000000	5.00000000
V31	177	1	3.56497175	1.18105987	1.00000000	5.00000000
V32	177	1	3.05649718	1.15166635	1.00000000	5.00000000
V33	177	1	3.88700565	0.92852557	1.00000000	5.00000000
V34	177	1	3.63841808	1.14032182	1.00000000	5.00000000
V35	177	1	3.27683616	1.11659748	1.00000000	5.00000000
V36	177	1	2.39548023	1.08794109	1.00000000	5.00000000
V37	177	1	3.50847458	1.05592831	1.00000000	5.00000000
V38	178	0	3.48876404	1.07482104	1.00000000	5.00000000
V39	178	0	3.34831461	1.07462908	1.00000000	5.00000000
V40	177	1	3.16949153	1.13045459	1.00000000	5.00000000
V41	178	0	3.65168539	1.02070236	1.00000000	5.00000000
V42	178	0	4.14044944	0.86843181	1.00000000	5.00000000
V43	178	0	3.79775281	1.08591158	1.00000000	5.00000000
V44	178	0	4.23033708	0.77952680	1.00000000	4.00000000
V45	178	0	2.47191011	0.92167727	1.00000000	5.00000000
V46	178	0	3.11797753	1.10602477	1.00000000	5.00000000
V47	178	0	3.16292135	1.26731016	1.00000000	5.00000000
V48	178	0	3.20786517	1.17244490	1.00000000	5.00000000
V49	178	0	3.94382022	0.91267968	1.00000000	5.00000000
V50	178	0	3.30898876	1.14488698	1.00000000	5.00000000
V51	176	2	2.30681818	1.02380751	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SA			
V52	177	1	3.29943503	1.17533831	1.00000000	5.00000000
V53	178	0	4.31460674	0.63948259	1.00000000	5.00000000
V54	178	0	4.21910112	0.89080379	1.00000000	5.00000000
V55	178	0	3.61797753	1.18374698	1.00000000	5.00000000
V56	177	1	3.54237288	1.06582289	1.00000000	5.00000000
V57	177	1	2.85310734	1.20175249	1.00000000	5.00000000
V58	178	0	3.96629213	1.03552097	1.00000000	5.00000000
V59	178	0	2.71348315	1.21754509	1.00000000	5.00000000
V60	177	1	3.02824859	1.21276065	1.00000000	5.00000000
V61	177	1	3.87005650	1.07135030	1.00000000	5.00000000
V62	178	0	4.03370787	0.83631473	1.00000000	5.00000000
V63	176	2	2.69318182	1.02380751	1.00000000	5.00000000
V64	177	1	2.81920904	1.12364739	1.00000000	5.00000000
V65	175	3	2.70285714	1.00729686	1.00000000	5.00000000
V66	178	0	3.62359551	1.10923422	1.00000000	5.00000000
V67	178	0	3.67415730	1.00028562	1.00000000	5.00000000
V68	178	0	3.39887640	0.98772058	1.00000000	5.00000000
V69	178	0	3.71910112	0.99704381	1.00000000	5.00000000
V70	178	0	3.38202247	1.09962107	1.00000000	5.00000000
V71	178	0	3.45505618	1.05048863	1.00000000	5.00000000
V72	178	0	4.35393258	0.61388016	1.00000000	5.00000000
V73	178	0	3.79775281	0.87242470	1.00000000	5.00000000
V74	177	1	3.73446328	1.02945201	1.00000000	5.00000000
V75	178	0	3.67977528	1.01610531	1.00000000	5.00000000
V76	177	1	3.61581921	1.03867186	1.00000000	5.00000000
V77	178	0	3.83146067	0.89235238	1.00000000	5.00000000
V78	178	0	3.47191011	1.07451093	1.00000000	5.00000000
V79	178	0	2.62921348	1.13875760	1.00000000	5.00000000
V80	178	0	3.35593220	0.65961538	1.00000000	5.00000000
V81	178	0	3.28651685	1.15564847	1.00000000	5.00000000
V82	178	0	2.46629213	1.06907678	1.00000000	5.00000000
V83	177	1	3.32768362	1.18942870	1.00000000	5.00000000
V84	176	2	2.88068182	1.21536430	1.00000000	5.00000000
V85	178	0	2.26404494	1.21336491	1.00000000	5.00000000
V86	178	0	4.08988764	0.94648263	1.00000000	5.00000000
V87	178	0	2.95505618	1.16357245	1.00000000	5.00000000
V88	178	0	3.63483146	1.03951326	1.00000000	5.00000000
V89	178	0	3.80337079	1.02543357	1.00000000	5.00000000
V90	178	0	4.20786517	0.83466218	1.00000000	5.00000000
V91	177	1	3.90960452	1.02401192	1.00000000	5.00000000
V92	178	0	3.53932584	1.15034929	1.00000000	5.00000000
V93	176	2	3.07954545	0.94077890	1.00000000	5.00000000
V94	177	1	3.36158192	1.13031260	1.00000000	5.00000000
V95	178	0	3.76966292	1.01835189	1.00000000	5.00000000
V96	178	0	3.42134831	1.14831952	1.00000000	5.00000000
V97	177	1	4.09604520	0.61868276	1.00000000	5.00000000
V98	178	0	3.00000000	1.08403932	1.00000000	5.00000000
V99	176	2	3.48863636	1.08490229	1.00000000	5.00000000
V100	178	0	3.87007865	0.97504246	1.00000000	5.00000000
V101	177	1	2.87005650	1.17263132	1.00000000	5.00000000
V102	178	0	2.91573034	1.25715119	1.00000000	5.00000000

Table C.2--continued

SITENAME=SA

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V103	178	0	3.73033708	0.98306617	1.00000000	5.00000000
V104	178	0	2.69662921	1.26584417	1.00000000	5.00000000
V105	176	2	2.48295455	1.30482372	1.00000000	5.00000000
V106	178	0	3.78651685	1.12467859	1.00000000	5.00000000
V107	176	2	2.78409091	0.92518864	1.00000000	5.00000000
V108	176	2	2.86363636	0.98771677	1.00000000	5.00000000
V109	176	2	2.60795455	1.09008221	1.00000000	5.00000000
V110	175	3	2.83428571	0.97731242	1.00000000	5.00000000
V114	176	2	3.74431818	1.24095428	1.00000000	5.00000000
V115	176	2	3.68181818	1.28325884	1.00000000	5.00000000
V116	177	1	3.75141243	1.24101806	1.00000000	5.00000000
V117	177	1	2.85310734	1.43847455	1.00000000	5.00000000
V118	176	1	1.51977401	0.50102617	1.00000000	2.00000000
V119	177	2	4.30113636	0.67205345	2.00000000	5.00000000
V120	177	1	4.20903955	0.81626066	2.00000000	5.00000000
V121	177	1	4.36723164	0.77287077	2.00000000	5.00000000
V122	177	1	4.27118644	0.71104537	2.00000000	5.00000000
V123	176	2	4.47727273	0.67573913	2.00000000	5.00000000
V124	177	1	4.31073446	0.82541176	2.00000000	5.00000000
V125	177	1	4.29943503	0.88269327	1.00000000	5.00000000
V126	177	1	4.23163842	0.81010249	2.00000000	5.00000000
V127	177	1	4.22598870	0.96812979	1.00000000	5.00000000
V128	178	0	3.12921348	1.19799288	1.00000000	5.00000000
V129	174	4	2.77586207	1.20273922	1.00000000	5.00000000
V130	172	6	2.09302326	1.04995580	1.00000000	5.00000000
V131	172	6	2.73255814	1.14375414	1.00000000	5.00000000
V132	172	6	2.70348837	1.28390374	1.00000000	5.00000000
V133	172	6	3.43023256	1.15003888	1.00000000	5.00000000
V134	172	6	3.19767442	1.17298806	1.00000000	5.00000000
V135	170	8	3.56470588	1.17112255	1.00000000	5.00000000
V136	171	7	3.08187135	1.10400055	1.00000000	5.00000000
V137	171	7	3.41520468	1.04465155	1.00000000	5.00000000
V138	171	7	3.54970760	1.04692122	1.00000000	5.00000000
V139	171	7	3.81286550	1.07924728	1.00000000	5.00000000
V140	171	7	3.38011696	1.17896365	1.00000000	5.00000000
V141	171	7	2.32748538	1.15582420	1.00000000	5.00000000
V142	172	6	3.19186047	1.14623361	1.00000000	5.00000000
V143	172	6	3.41860465	0.96687979	1.00000000	5.00000000
V144	171	7	2.35672515	0.95560195	1.00000000	5.00000000
V145	172	6	2.34302326	0.88773853	1.00000000	5.00000000
V146	172	6	2.97093023	1.24453108	1.00000000	5.00000000
V147	171	7	3.74853801	0.91454629	1.00000000	5.00000000
V148	172	6	2.77906977	1.06404461	1.00000000	5.00000000
V149	171	7	3.26900585	1.08905175	1.00000000	5.00000000
V150	172	6	3.33139535	1.25681875	1.00000000	5.00000000
V152	172	6	3.51162791	0.77601751	2.00000000	4.00000000
V153	172	6	1.76744186	0.42369631	1.00000000	2.00000000
V154	38	140	1.97368421	0.15222142	2.00000000	2.00000000
V155	1	177	2.00000000		2.00000000	2.00000000
V156	170	8	2.64117647	1.91708569	1.00000000	6.00000000
V157	172	6	9.22674419	2.69085192	4.00000000	15.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SA			
V158	171	7	2.48538012	1.01955426	1.00000000	4.00000000
V159	172	6	3.81395349	0.67558297	1.00000000	9.00000000
V160	171	7	3.44444444	1.67019235	1.00000000	6.00000000
V161	171	7	4.35672515	1.19124198	2.00000000	6.00000000
V162	171	7	3.73099415	1.26404051	1.00000000	5.00000000
V163	171	7	1.67836257	1.01549739	1.00000000	4.00000000
V165	170	8	1.97647059	0.15202543	1.00000000	2.00000000
V166	168	10	2.89880952	1.07580846	2.00000000	4.00000000
V167	168	10	4.38690476	1.08845655	2.00000000	7.00000000
V168	167	11	3.27544910	1.12830329	1.00000000	6.00000000
V169	168	10	1.25000000	0.43430721	1.00000000	2.00000000
V170	167	11	2.08982036	0.60942742	1.00000000	3.00000000
V171	159	19	1.42767296	0.49630431	1.00000000	2.00000000
V172	167	11	6.05988024	1.78244653	1.00000000	10.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=9A			
RSN1	175	3	0.29714286	0.45831131	0	1.00000000
RSN2	175	3	0.76000000	0.42830862	0	1.00000000
RSN3	175	3	0.18285714	0.38765854	0	1.00000000
RSN4	175	3	0.07428571	0.26298776	0	1.00000000
RSN5	175	3	0.41142857	0.49350461	0	1.00000000
RSN6	175	3	0.13714286	0.34498519	0	1.00000000
RSN7	175	3	0.15428571	0.36225892	0	1.00000000
RSN8	175	3	0.08571429	0.28074496	0	1.00000000
RSN9	175	3	0.63428571	0.48301190	0	1.00000000
RSN10	175	3	0.04000000	0.19652147	0	1.00000000
RSN11	175	3	0.04571429	0.20946409	0	1.00000000
RSN12	175	3	0.12000000	0.32589400	0	1.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SM			
V1	166	0	3.97590361	0.98443528	1.00000000	5.00000000
V2	166	0	2.33132530	1.18775054	1.00000000	5.00000000
V3	166	0	3.00000000	1.11735619	1.00000000	5.00000000
V4	166	0	3.62048193	1.17831508	1.00000000	5.00000000
V5	166	0	2.49397590	1.14281411	1.00000000	5.00000000
V6	166	1	3.42771084	1.22259667	1.00000000	5.00000000
V7	165	1	2.96363636	1.14705832	1.00000000	5.00000000
V8	164	2	2.92682927	1.29444768	1.00000000	5.00000000
V9	165	1	2.60000000	1.17286391	1.00000000	5.00000000
V10	165	1	4.20606061	0.86600407	1.00000000	5.00000000
V11	165	1	3.40606061	1.11474032	1.00000000	5.00000000
V12	165	1	3.05454545	1.14898972	1.00000000	5.00000000
V13	165	1	3.76969697	1.05705667	1.00000000	5.00000000
V14	165	1	3.19393939	1.18371557	1.00000000	5.00000000
V15	165	1	3.00606061	1.22223790	1.00000000	5.00000000
V16	165	1	3.87272727	1.04859742	1.00000000	5.00000000
V17	165	1	3.54545455	1.18143436	1.00000000	5.00000000
V18	165	1	2.79393939	1.16092902	1.00000000	5.00000000
V19	165	1	3.35151515	1.16245147	1.00000000	5.00000000
V20	165	1	2.59393939	1.33844180	1.00000000	5.00000000
V21	165	1	2.95151515	1.23370383	1.00000000	5.00000000
V22	165	1	3.44242424	1.22266840	1.00000000	5.00000000
V23	165	1	3.29696970	1.14350895	1.00000000	5.00000000
V24	165	1	2.78181818	1.33924227	1.00000000	5.00000000
V25	165	1	3.93939394	0.98585712	1.00000000	5.00000000
V26	165	1	3.36969697	1.31234403	1.00000000	5.00000000
V27	165	1	2.73333333	1.28373186	1.00000000	5.00000000
V28	165	1	3.60000000	1.07521977	1.00000000	5.00000000
V29	165	1	2.02424242	0.93019481	1.00000000	5.00000000
V30	165	1	2.96969697	1.20681117	1.00000000	5.00000000
V31	165	1	3.45454545	1.11778606	1.00000000	5.00000000
V32	164	2	2.46341463	1.18471991	1.00000000	5.00000000
V33	165	1	3.39393939	1.18782939	1.00000000	5.00000000
V34	165	1	3.44242424	1.14950422	1.00000000	5.00000000
V35	165	1	2.57575758	1.25984666	1.00000000	5.00000000
V36	165	1	3.15757576	1.17883528	1.00000000	5.00000000
V37	166	0	3.05421687	1.18708211	1.00000000	5.00000000
V38	166	0	3.88554217	1.03521423	1.00000000	5.00000000
V39	166	0	3.11445783	1.04685764	1.00000000	5.00000000
V40	166	0	2.57228916	1.09719347	1.00000000	5.00000000
V41	166	0	3.23493976	1.11147554	1.00000000	5.00000000
V42	165	1	4.23030303	0.85983721	1.00000000	5.00000000
V43	166	0	3.78915663	1.01390479	1.00000000	5.00000000
V44	166	0	4.28915663	0.73904312	1.00000000	5.00000000
V45	165	1	2.49090909	1.03368971	1.00000000	5.00000000
V46	166	0	2.52409639	1.09932104	1.00000000	5.00000000
V47	135	1	3.21212121	1.20359157	1.00000000	5.00000000
V48	164	2	2.44512195	1.12010653	1.00000000	5.00000000
V49	165	1	4.03636364	0.87576384	1.00000000	5.00000000
V50	165	1	3.03030303	1.11762074	1.00000000	5.00000000
V51	165	1	2.58787879	1.11523747	1.00000000	5.00000000

Table C.2--continued

SITENAME=SM

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V52	165	1	3.81818182	1.09473645	1.00000000	5.00000000
V53	165	1	4.23636364	0.64288706	1.00000000	5.00000000
V54	165	1	3.80606061	1.03533292	1.00000000	5.00000000
V55	165	1	3.41212121	1.23953118	1.00000000	5.00000000
V56	165	1	3.32121212	1.04757489	1.00000000	5.00000000
V57	165	1	3.11515152	1.24158662	1.00000000	5.00000000
V58	165	1	3.63636364	1.04234088	1.00000000	5.00000000
V59	165	1	2.20606061	1.06207901	1.00000000	5.00000000
V60	165	1	2.75757576	1.17468997	1.00000000	5.00000000
V61	164	2	3.57575758	1.11065524	1.00000000	5.00000000
V62	165	1	3.95121951	0.95162037	1.00000000	5.00000000
V63	165	1	2.21212121	0.95501168	1.00000000	5.00000000
V64	165	1	3.80000000	1.02528996	1.00000000	5.00000000
V65	165	1	2.38181818	0.82987457	1.00000000	4.00000000
V66	165	1	3.13939394	1.13640946	1.00000000	5.00000000
V67	163	3	3.53374233	1.09590826	1.00000000	5.00000000
V68	163	3	3.38036810	0.98888008	1.00000000	5.00000000
V69	163	3	3.19631902	1.15394597	1.00000000	5.00000000
V70	163	3	2.85276074	1.16657740	1.00000000	5.00000000
V71	163	3	2.79754601	1.06666383	1.00000000	5.00000000
V72	163	3	4.15950920	0.80066624	1.00000000	5.00000000
V73	163	3	3.69325153	0.94497559	1.00000000	5.00000000
V74	163	3	3.51533742	1.07356466	1.00000000	5.00000000
V75	163	3	3.53987730	0.98910983	1.00000000	5.00000000
V76	163	3	3.36809816	1.12193096	1.00000000	5.00000000
V77	163	3	3.40490798	1.09791068	1.00000000	5.00000000
V78	163	3	2.95092025	1.06460264	1.00000000	5.00000000
V79	163	3	2.67484663	1.03568094	1.00000000	5.00000000
V80	163	3	4.34355828	0.65149750	2.00000000	5.00000000
V81	162	4	3.08024691	1.24600427	1.00000000	5.00000000
V82	163	3	2.34355828	1.02668331	1.00000000	5.00000000
V83	162	4	3.00000000	1.26589276	1.00000000	5.00000000
V84	163	3	3.41104294	1.26554561	1.00000000	5.00000000
V85	163	3	2.60736196	1.32140770	1.00000000	5.00000000
V86	163	3	3.66871166	1.13884940	1.00000000	5.00000000
V87	163	3	2.87116564	1.15548739	1.00000000	5.00000000
V88	163	3	2.99386503	1.10272912	1.00000000	5.00000000
V89	163	3	3.43558282	1.04253259	1.00000000	5.00000000
V90	163	3	3.80368098	0.99293116	1.00000000	5.00000000
V91	163	3	3.41104294	1.19013466	1.00000000	5.00000000
V92	163	3	2.79754601	1.31073210	1.00000000	5.00000000
V93	162	4	2.82098765	1.06848893	1.00000000	5.00000000
V94	163	3	3.23312883	1.15240249	1.00000000	5.00000000
V95	163	3	3.73006135	0.98169260	1.00000000	5.00000000
V96	162	4	3.30246914	1.13711800	2.00000000	5.00000000
V97	162	4	4.04938272	0.64800189	2.00000000	5.00000000
V98	165	1	3.26666667	1.01292461	1.00000000	5.00000000
V99	165	1	3.18181818	1.10592012	1.00000000	5.00000000
V100	165	1	3.40000000	1.09766937	1.00000000	5.00000000
V101	165	1	3.46060606	1.15556432	1.00000000	5.00000000
V102	164	2	2.43292683	1.17818149	1.00000000	5.00000000

Table C.2--continued

SITENAME=SM

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V103	165	1	3.69696970	0.92673201	1.00000000	5.00000000
V104	165	1	3.15757576	1.42688265	1.00000000	5.00000000
V105	164	2	2.62804878	1.38862817	1.00000000	5.00000000
V106	165	1	3.58181818	1.19996304	1.00000000	5.00000000
V107	163	3	2.59509202	0.94043618	1.00000000	5.00000000
V108	163	3	2.49079755	0.93866268	1.00000000	4.00000000
V109	163	3	2.44785276	1.00709443	1.00000000	5.00000000
V110	163	3	2.64417178	0.97297420	1.00000000	5.00000000
V114	164	2	3.29268293	1.46942504	1.00000000	5.00000000
V115	164	2	3.06097561	1.51351032	1.00000000	5.00000000
V116	164	2	3.41463415	1.36522292	1.00000000	5.00000000
V117	164	2	2.50000000	1.44638326	1.00000000	5.00000000
V118	163	3	1.52147239	0.50107814	1.00000000	2.00000000
V119	164	2	4.21951220	0.69218938	2.00000000	5.00000000
V120	164	2	4.09146341	0.85668805	2.00000000	5.00000000
V121	164	2	4.33536585	0.82355983	2.00000000	5.00000000
V122	164	2	4.13414634	0.88285920	1.00000000	5.00000000
V123	164	2	4.42682927	0.74356937	1.00000000	5.00000000
V124	164	2	4.15243902	0.95026320	1.00000000	5.00000000
V125	164	2	3.99390244	1.08247020	1.00000000	5.00000000
V126	164	2	3.95731707	0.98672545	1.00000000	5.00000000
V127	163	3	3.55214724	1.48304564	2.00000000	5.00000000
V128	163	3	3.77914110	0.99396040	1.00000000	5.00000000
V129	159	7	2.65408805	1.13621302	1.00000000	5.00000000
V130	158	8	2.47468354	1.24511462	1.00000000	5.00000000
V131	158	8	2.46202532	1.13224919	1.00000000	5.00000000
V132	158	8	2.31012658	1.18322618	1.00000000	5.00000000
V133	157	9	2.93630573	1.13612888	1.00000000	5.00000000
V134	157	9	2.37579618	1.02165033	1.00000000	5.00000000
V135	156	10	2.91666667	1.31962034	1.00000000	5.00000000
V136	157	9	2.54140127	1.00950893	1.00000000	5.00000000
V137	157	9	2.84713376	1.12754331	1.00000000	5.00000000
V138	157	9	3.64331210	1.06826446	1.00000000	5.00000000
V139	157	9	4.07643312	0.98411356	1.00000000	5.00000000
V140	157	9	2.82802548	1.16122362	1.00000000	5.00000000
V141	157	9	1.75796178	0.81178242	1.00000000	4.00000000
V142	160	6	2.75000000	1.16554303	1.00000000	5.00000000
V143	160	6	2.85000000	1.08853372	1.00000000	5.00000000
V144	159	7	2.95597484	1.23394833	1.00000000	5.00000000
V145	159	7	2.71698113	1.01963058	1.00000000	5.00000000
V146	159	7	2.53459119	1.17882088	1.00000000	5.00000000
V147	158	8	3.26582278	1.06129186	1.00000000	5.00000000
V148	158	8	2.48734177	1.02041169	1.00000000	5.00000000
V149	158	8	3.87341772	0.96257469	1.00000000	5.00000000
V150	158	8	2.41139241	1.26757578	1.00000000	5.00000000
V152	160	6	3.58750000	0.79611873	1.00000000	4.00000000
V153	160	6	1.30000000	0.45969637	1.00000000	2.00000000
V154	110	56	1.60000000	0.49214006	1.00000000	2.00000000
V155	44	122	3.40909091	1.36940289	1.00000000	5.00000000
V156	148	18	2.27027027	1.77891886	1.00000000	5.00000000
V157	154	12	9.41558442	2.83927013	1.00000000	15.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SM			
V158	159	7	2.48427673	1.06054289	1.00000000	4.00000000
V159	160	6	3.82500000	0.87989422	1.00000000	9.00000000
V160	159	7	3.27044025	1.39022598	1.00000000	6.00000000
V161	161	5	4.38509317	1.09008091	1.00000000	6.00000000
V162	161	5	3.38509317	1.36958986	1.00000000	5.00000000
V163	161	5	1.44720497	0.90069849	1.00000000	4.00000000
V165	156	10	1.93589744	0.24572440	1.00000000	2.00000000
V166	153	13	2.73202614	1.12394123	1.00000000	4.00000000
V167	152	14	4.30263158	1.12785017	1.00000000	7.00000000
V168	155	11	3.15483871	1.13470595	1.00000000	6.00000000
V169	154	12	1.39610390	0.49068221	1.00000000	2.00000000
V170	153	13	1.96732026	0.50547399	1.00000000	3.00000000
V171	146	20	1.91780822	0.27560214	1.00000000	2.00000000
V172	154	12	6.22727273	1.80964275	2.00000000	11.00000000
V173	162	4	2.95679012	1.29666924	1.00000000	5.00000000
V174	162	4	2.91358025	1.20245640	1.00000000	5.00000000
V175	162	4	3.36419753	1.18351079	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SM			
RSN1	161	5	0.31677019	0.46666852	0	1.00000000
RSN2	161	5	0.67080745	0.47138622	0	1.00000000
RSN3	161	5	0.11180124	0.31610498	0	1.00000000
RSN4	161	5	0.14285714	0.35101893	0	1.00000000
RSN5	161	5	0.50310559	0.50155039	0	1.00000000
RSN6	161	5	0.10559006	0.30827108	0	1.00000000
RSN7	161	5	0.21118012	0.40941937	0	1.00000000
RSN8	161	5	0.06211180	0.24211157	0	1.00000000
RSN9	161	5	0.52795031	0.50077580	0	1.00000000
RSN10	161	5	0.04968944	0.21798057	0	1.00000000
RSN11	161	5	0.05590062	0.23044650	0	1.00000000
RSN12	161	5	0.18012422	0.38548993	0	1.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=WR			
V1	115	0	4.08695652	0.75585687	1.00000000	5.00000000
V2	115	0	2.72173913	1.23222681	1.00000000	5.00000000
V3	115	0	3.13043478	1.03042947	1.00000000	5.00000000
V4	115	0	3.84347826	1.06450964	1.00000000	5.00000000
V5	114	1	2.71929825	1.10916354	1.00000000	5.00000000
V6	115	0	3.66956522	1.08192275	1.00000000	5.00000000
V7	115	0	2.77391304	1.17025166	1.00000000	5.00000000
V8	115	0	2.97391304	1.23870950	1.00000000	5.00000000
V9	115	0	2.78260870	1.05782472	1.00000000	5.00000000
V10	115	0	4.31304348	0.66708606	1.00000000	5.00000000
V11	115	0	3.83478261	0.84739472	1.00000000	5.00000000
V12	115	0	3.25217391	1.09097959	1.00000000	5.00000000
V13	115	0	3.34782609	1.17012129	1.00000000	5.00000000
V14	115	0	3.82608696	0.89109502	1.00000000	5.00000000
V15	115	0	3.08695652	1.16653045	1.00000000	5.00000000
V16	115	0	3.67826087	1.04753534	1.00000000	5.00000000
V17	115	0	3.70434783	1.04271839	1.00000000	5.00000000
V18	115	0	3.14782609	1.11010888	1.00000000	5.00000000
V19	115	0	3.68695652	1.02909616	1.00000000	5.00000000
V20	115	0	2.74782609	1.19826979	1.00000000	5.00000000
V21	115	0	3.41739130	1.00858254	1.00000000	5.00000000
V22	115	0	3.25217391	1.15351087	1.00000000	5.00000000
V23	114	1	2.64035088	1.04877248	1.00000000	5.00000000
V24	115	0	2.70434783	1.25637960	1.00000000	5.00000000
V25	114	1	3.80869565	0.90704506	1.00000000	5.00000000
V26	115	0	3.42105263	1.11223873	1.00000000	5.00000000
V27	115	0	2.73043478	1.12641131	1.00000000	5.00000000
V28	115	0	3.86086957	0.84694452	1.00000000	5.00000000
V29	115	0	2.25217391	1.09899059	1.00000000	5.00000000
V30	114	1	2.64035088	1.00014288	1.00000000	5.00000000
V31	115	0	3.71304348	1.00669005	1.00000000	5.00000000
V32	115	0	2.97391304	1.21727961	1.00000000	5.00000000
V33	114	1	3.50434783	1.02061138	1.00000000	5.00000000
V34	114	1	3.66666667	0.89903258	1.00000000	5.00000000
V35	114	1	3.42105263	1.07994376	1.00000000	5.00000000
V36	114	1	2.30434783	1.06929976	1.00000000	5.00000000
V37	114	1	3.20175439	1.07406946	1.00000000	5.00000000
V38	114	1	3.36842105	1.10720215	1.00000000	5.00000000
V39	115	0	3.46956522	0.97622383	1.00000000	5.00000000
V40	115	0	3.00869565	1.10418385	1.00000000	5.00000000
V41	115	0	3.64347826	1.00167670	1.00000000	5.00000000
V42	115	0	4.17391304	0.72862367	1.00000000	5.00000000
V43	115	0	3.73913043	1.08487979	1.00000000	5.00000000
V44	115	0	4.24347826	0.75615955	1.00000000	5.00000000
V45	115	0	2.33913043	0.95409511	1.00000000	5.00000000
V46	115	0	3.04347826	1.05457487	1.00000000	5.00000000
V47	115	0	3.35652174	1.08572318	1.00000000	5.00000000
V48	115	0	2.95652174	1.11914299	1.00000000	5.00000000
V49	115	0	3.73913043	0.88938138	1.00000000	5.00000000
V50	114	1	3.42982456	1.00414449	1.00000000	5.00000000
V51	115	0	2.46086957	1.07022671	1.00000000	5.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=WR			
V52	115	0	3.61739130	1.11278542	1.00000000	5.00000000
V53	115	0	4.17391304	0.59619951	1.00000000	5.00000000
V54	115	0	4.06086957	0.77558078	1.00000000	5.00000000
V55	115	0	3.59130435	1.19131103	1.00000000	5.00000000
V56	114	1	3.42105263	1.02097244	1.00000000	5.00000000
V57	115	0	2.73043478	1.15714212	1.00000000	5.00000000
V58	115	0	3.77391304	0.92774835	1.00000000	5.00000000
V59	114	1	2.56140351	1.19018916	1.00000000	5.00000000
V60	115	0	2.76521739	1.12647903	1.00000000	5.00000000
V61	114	1	3.71929825	1.05183171	1.00000000	5.00000000
V62	114	1	4.03478261	0.77153794	2.00000000	5.00000000
V63	115	0	2.37391304	0.92205786	1.00000000	5.00000000
V64	115	0	3.35652174	1.12539509	1.00000000	5.00000000
V65	114	1	2.59649123	0.99306710	1.00000000	5.00000000
V66	115	0	3.43478261	1.12492054	1.00000000	5.00000000
V67	115	0	3.66086957	0.91658172	1.00000000	5.00000000
V68	114	1	3.49122807	0.97984660	1.00000000	5.00000000
V69	115	0	3.64347826	1.03611373	1.00000000	5.00000000
V70	115	0	3.22608696	1.01791729	1.00000000	5.00000000
V71	115	0	3.40000000	1.03279556	1.00000000	5.00000000
V72	115	0	4.23478261	0.65333738	2.00000000	5.00000000
V73	115	0	3.77391304	0.88912405	1.00000000	5.00000000
V74	115	0	3.71304348	0.90578276	1.00000000	5.00000000
V75	115	0	3.84347826	0.92329791	1.00000000	5.00000000
V76	115	0	3.68695652	1.02053664	1.00000000	5.00000000
V77	115	0	3.71304348	0.98020064	1.00000000	5.00000000
V78	115	0	3.42608696	1.00053380	1.00000000	5.00000000
V79	115	0	2.28695652	0.93438428	1.00000000	5.00000000
V80	115	0	4.25217391	0.67334564	1.00000000	5.00000000
V81	115	0	3.22608696	1.09272611	1.00000000	5.00000000
V82	115	0	2.26086957	0.87946312	1.00000000	5.00000000
V83	115	0	3.44347826	1.10969653	1.00000000	5.00000000
V84	115	0	3.17391304	1.17921227	1.00000000	5.00000000
V85	115	0	2.18260870	1.04782656	1.00000000	5.00000000
V86	115	0	3.98260870	0.90788562	1.00000000	5.00000000
V87	115	0	3.12173913	1.07725957	1.00000000	5.00000000
V88	115	0	3.36521739	1.02023763	1.00000000	5.00000000
V89	115	0	3.92173913	0.76258823	1.00000000	5.00000000
V90	115	0	4.08695652	0.83314262	1.00000000	5.00000000
V91	115	0	3.81739130	0.88439303	1.00000000	5.00000000
V92	115	0	3.49565217	0.99449284	1.00000000	5.00000000
V93	115	0	2.93913043	0.99372555	1.00000000	5.00000000
V94	115	0	3.60869565	1.08333187	1.00000000	5.00000000
V95	115	0	3.66086957	0.99018833	1.00000000	5.00000000
V96	115	0	3.55652174	0.97505109	1.00000000	5.00000000
V97	115	0	3.93043478	0.69738533	1.00000000	5.00000000
V98	115	0	3.01739130	1.03434536	1.00000000	5.00000000
V99	115	0	3.34782609	1.04330344	1.00000000	5.00000000
V100	115	0	3.61739430	0.87441819	1.00000000	5.00000000
V101	115	0	3.24347826	1.14394903	1.00000000	5.00000000
V102	115	0	2.40000000	1.12234091	1.00000000	5.00000000

Table C.2--continued

SITENAME=WR

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
V103	115	0	3.63478261	0.92081614	1.00000000	5.00000000
V104	115	0	3.14782609	1.23716908	1.00000000	5.00000000
V105	115	0	2.26086957	1.11675404	1.00000000	5.00000000
V106	115	0	3.40000000	1.13012963	1.00000000	5.00000000
V107	113	2	2.76991150	1.01777813	1.00000000	5.00000000
V108	112	3	2.80357143	1.02085714	1.00000000	5.00000000
V109	111	4	2.52252252	1.06895741	1.00000000	5.00000000
V110	111	4	2.78378378	0.99457991	1.00000000	5.00000000
V114	112	3	3.25000000	1.32542701	1.00000000	5.00000000
V115	112	3	3.29464286	1.31955762	1.00000000	5.00000000
V116	113	2	3.37168142	1.19668210	1.00000000	5.00000000
V117	112	3	2.76785714	1.40771454	1.00000000	5.00000000
V118	112	3	1.64285714	0.48131095	1.00000000	2.00000000
V119	112	3	4.31250000	0.60076903	1.00000000	5.00000000
V120	112	3	4.16071429	0.75401115	3.00000000	5.00000000
V121	112	3	4.29464286	0.77852243	2.00000000	5.00000000
V122	113	2	4.12389381	0.84655545	1.00000000	5.00000000
V123	113	2	4.31858407	0.81575433	1.00000000	5.00000000
V124	113	2	4.41592920	0.76445199	2.00000000	5.00000000
V125	113	2	4.23893805	0.90902554	1.00000000	5.00000000
V126	113	2	4.26548673	0.83471230	2.00000000	5.00000000
V127	113	2	4.19469027	1.06786174	1.00000000	5.00000000
V128	115	0	3.18260870	1.11278542	1.00000000	5.00000000
V129	114	1	2.85087719	1.19905904	1.00000000	5.00000000
V130	114	1	2.01754386	0.98647900	1.00000000	5.00000000
V131	114	1	2.65789474	1.14311287	1.00000000	5.00000000
V132	114	1	2.21052632	1.10888355	1.00000000	5.00000000
V133	115	0	3.22807018	1.10537775	1.00000000	5.00000000
V134	114	1	2.97391304	1.15819634	1.00000000	5.00000000
V135	114	1	2.96491228	1.21152157	1.00000000	5.00000000
V136	114	1	2.85087719	1.09085057	1.00000000	5.00000000
V137	114	1	3.46491228	0.99716256	1.00000000	5.00000000
V138	113	2	3.53982301	1.14201731	1.00000000	5.00000000
V139	114	1	3.64912281	1.05580952	1.00000000	5.00000000
V140	113	2	3.30088496	1.11711487	1.00000000	5.00000000
V141	114	1	1.91228070	0.86792809	1.00000000	5.00000000
V142	114	1	3.20175439	1.10653589	1.00000000	5.00000000
V143	114	1	3.48245614	0.93347250	1.00000000	5.00000000
V144	114	1	2.28070175	1.07677634	1.00000000	5.00000000
V145	114	1	2.34210526	0.86042742	1.00000000	5.00000000
V146	113	2	2.43362832	1.18680323	1.00000000	5.00000000
V147	114	1	3.37719298	1.09213075	1.00000000	5.00000000
V148	114	1	2.39473684	1.04431390	1.00000000	4.00000000
V149	114	1	3.61403509	0.98222046	2.00000000	5.00000000
V150	113	2	2.53982301	1.16523601	1.00000000	5.00000000
V152	112	3	3.81250000	0.49376746	2.00000000	4.00000000
V153	110	5	1.72727273	0.44740005	1.00000000	2.00000000
V154	31	84	1.93548387	0.24973104	1.00000000	2.00000000
V155	2	113	2.00000000	0.00000000	2.00000000	2.00000000
V156	105	10	2.50476190	1.90204247	1.00000000	15.00000000
V157	111	4	9.12612613	2.72068547	3.00000000	15.00000000

Table C.2—continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=WR			
V158	112	3	2.78571429	1.08576847	1.00000000	4.00000000
V159	112	3	3.63392857	0.86987144	1.00000000	4.00000000
V160	112	3	3.66964286	1.73147020	1.00000000	6.00000000
V161	112	3	4.87500000	0.99661590	2.00000000	6.00000000
V162	112	3	3.43750000	1.43809966	1.00000000	5.00000000
V163	112	3	1.28571429	0.63570308	1.00000000	4.00000000
V165	112	3	1.97321429	0.16218227	1.00000000	2.00000000
V166	110	5	2.97272727	1.05593989	1.00000000	4.00000000
V167	109	6	4.67889908	1.26110426	1.00000000	7.00000000
V168	106	9	3.33018868	1.07545515	1.00000000	6.00000000
V169	109	6	1.31192661	0.46541992	1.00000000	2.00000000
V170	108	7	1.75925926	0.45075991	1.00000000	3.00000000
V171	91	24	1.96703297	0.17953950	1.00000000	2.00000000
V172	110	5	5.32727273	1.71934002	2.00000000	10.00000000

Table C.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=WR			
RSN1	112	3	0.16964286	0.37700558	0	1.00000000
RSN2	112	3	0.84821429	0.36042571	0	1.00000000
RSN3	112	3	0.24107143	0.42965596	0	1.00000000
RSN4	112	3	0.08928571	0.28643731	0	1.00000000
RSN5	112	3	0.27678571	0.44942048	0	1.00000000
RSN6	112	3	0.08928571	0.28643731	0	1.00000000
RSN7	112	3	0.25000000	0.43495884	0	1.00000000
RSN8	112	3	0.04464286	0.20744663	0	1.00000000
RSN9	112	3	0.55357143	0.49935608	0	1.00000000
RSN10	112	3	0.04464286	0.20744663	0	1.00000000
RSN11	112	3	0.00000000	0.00000000	0	0.00000000
RSN12	112	3	0.30357143	0.46186628	0	1.00000000

Table C.3

MEANS FOR SCALES, NONSUPERVISORS

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=OC			
PM02	382	10	3.24934555	0.76258012	1.00000000	5.00000000
PM03B	379	13	3.42216359	0.91882213	1.00000000	5.00000000
PM04	382	10	2.95157068	0.93888589	1.00000000	5.00000000
PM05B	377	15	4.24756852	0.75246687	1.00000000	5.00000000
PM06	375	17	3.20622222	0.90911561	1.00000000	5.00000000
PM07	385	7	3.05389610	0.94175307	1.00000000	4.75000000
PM08	383	9	2.75456919	1.08648227	1.00000000	5.00000000
PM10	376	16	3.96343085	0.84606489	1.00000000	5.00000000
PM11	380	12	3.26754386	0.99400097	1.00000000	5.00000000
PM12	386	6	3.56606218	1.05690729	1.00000000	5.00000000
PM14	379	13	2.70910290	0.80197523	1.00000000	4.75000000
PM15	373	19	2.56791778	0.71268477	1.00000000	4.16666667
PM17	383	9	2.19973890	0.82177495	1.00000000	4.50000000
PM18D	377	15	2.37547893	0.68504894	1.00000000	4.22222222
PM19	384	8	2.77083333	1.08012345	1.00000000	4.66666667
PM21B	383	9	2.82680592	0.85335514	1.00000000	4.66666667
PM23	386	6	2.29533679	1.04674090	1.00000000	5.00000000
PM31B	381	11	3.01224847	0.93181041	1.00000000	5.00000000
PAYDETRM	377	15	2.79575597	1.18344806	1.00000000	5.00000000
UNIONSAT	373	19	2.50187668	0.73405760	1.00000000	4.20000000
ORGINVOL	373	19	3.66000487	0.52928491	1.27272727	4.81818182
SUPVMGMT	379	13	2.97059932	0.89979363	1.00000000	4.85714286
			SITENAME=CO			
PM02	392	9	3.32971939	0.73559703	1.25000000	5.00000000
PM03B	391	10	3.58056266	0.89775130	1.00000000	5.00000000
PM04	392	9	2.97704082	0.98101332	1.00000000	5.00000000
PM05B	393	8	4.25360475	0.74830052	2.00000000	5.00000000
PM06	387	14	3.27304048	0.85638892	1.16666667	5.00000000
PM07	397	4	3.15113350	0.92138180	1.00000000	5.00000000
PM08	389	12	2.82776350	1.10348575	1.00000000	5.00000000
PM10	391	10	4.10933504	0.75407173	1.00000000	5.00000000
PM11	390	11	3.28547009	1.02718810	1.00000000	5.00000000
PM12	396	5	3.49747475	1.04457305	1.00000000	5.00000000
PM14	388	13	2.73904639	0.80737228	1.00000000	4.66666667
PM15	384	17	2.58246528	0.70556604	1.00000000	5.00000000
PM17	393	8	2.30407125	0.90197273	1.00000000	5.00000000
PM18D	386	15	2.46142775	0.72814162	1.00000000	4.55555556
PM19	397	4	2.76448363	1.09085873	1.00000000	5.00000000
PM21B	393	8	2.90754877	0.80509440	1.00000000	5.00000000
PM23	396	5	2.40277778	1.08675215	1.00000000	5.00000000
PM31B	391	10	2.86786019	0.93149315	1.00000000	5.00000000
PAYDETRM	394	7	2.82910321	1.16207585	1.00000000	5.00000000
UNIONSAT	388	13	2.63402062	0.74270079	1.00000000	5.00000000
ORGINVOL	382	19	3.74940505	0.48621167	1.72727273	5.00000000
SUPVMGMT	392	9	3.13228863	0.85643786	1.00000000	5.00000000

Table C.3--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SA			
PM02	382	6	3.26243455	0.77633711	1.00000000	5.00000000
PM03B	381	7	3.65966754	0.86481449	1.00000000	5.00000000
PM04	384	4	3.11979167	0.96070251	1.00000000	5.00000000
PM05B	381	7	4.37082765	0.70605213	1.00000000	5.00000000
PM06	379	9	3.28012313	0.86807516	1.00000000	5.00000000
PM07	384	4	3.23046875	0.93555880	1.00000000	5.00000000
PM08	383	5	2.55091384	1.05323881	1.00000000	5.00000000
PM10	381	7	4.20275591	0.73988727	1.00000000	5.00000000
PM11	379	9	3.48021108	0.85198082	1.00000000	5.00000000
PM12	386	2	3.80440415	0.90737600	1.00000000	5.00000000
PM14	382	6	2.73232984	0.83547215	1.00000000	4.75000000
PM15	378	10	2.76366843	0.73399805	1.00000000	4.83333333
PM17	383	5	2.53524804	0.96979805	1.00000000	5.00000000
PM18D	374	14	2.66280452	0.74570113	1.00000000	4.55555556
PM19	383	5	2.85639687	1.13730395	1.00000000	4.66666667
PM21B	383	5	2.92080070	0.83644769	1.00000000	5.00000000
PM23	384	4	2.59505208	1.18220111	1.00000000	5.00000000
PM31B	381	7	3.04811899	1.00423960	1.00000000	5.00000000
PAYDETRM	377	11	3.29266136	1.14859191	1.00000000	5.00000000
UNIONSAT	375	13	2.66026667	0.81529164	1.00000000	5.00000000
ORGINVOL	375	13	3.83442424	0.49514801	1.00000000	5.00000000
SUPVMUNT	378	10	3.11224490	0.87314986	1.00000000	5.00000000
			SITENAME=SM			
PM02	1223	28	2.98405560	0.78898362	1.00000000	5.00000000
PM03B	1217	34	3.30457409	0.92815473	1.00000000	5.00000000
PM04	1229	22	2.61025224	1.00195689	1.00000000	5.00000000
PM05B	1236	15	4.21952535	0.78262273	1.00000000	5.00000000
PM06	1215	36	2.91042524	0.90917947	1.00000000	5.00000000
PM07	1223	28	2.94092396	0.92399114	1.00000000	5.00000000
PM08	1229	22	3.05736371	1.10252370	1.00000000	5.00000000
PM10	1237	14	4.03839935	0.81874827	1.00000000	5.00000000
PM11	1225	26	2.94312925	1.03028497	1.00000000	5.00000000
PM12	1235	16	3.26923077	1.06997128	1.00000000	5.00000000
PM14	1217	34	2.55505341	0.79701149	1.00000000	5.00000000
PM15	1210	41	2.29187328	0.66670325	1.00000000	4.66666667
PM17	1227	24	2.36471068	0.89635931	1.00000000	5.00000000
PM18D	1194	57	2.22268751	0.69046483	1.00000000	4.55555556
PM19	1231	20	2.45410236	1.11079580	1.00000000	5.00000000
PM21B	1229	22	2.68727963	0.82362973	1.00000000	5.00000000
PM23	1238	13	2.10056543	1.04011286	1.00000000	5.00000000
PM31B	1228	23	2.55021716	0.95791784	1.00000000	5.00000000
PAYDETRM	1236	15	2.81040992	1.23231181	1.00000000	5.00000000
UNIONSAT	1205	46	2.39402490	0.79229941	1.00000000	5.00000000
ORGINVOL	1202	49	3.63855695	0.57020222	1.00000000	5.00000000
SUPVMUNT	1219	32	2.76643619	0.89520382	1.00000000	5.00000000

Table C.3--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=WR			
PM02	336	5	3.17485119	0.72284676	1.00000000	5.00000000
PM03B	336	5	3.31051587	0.91340226	1.00000000	5.00000000
PM04	337	4	2.88427300	0.94489015	1.00000000	5.00000000
PM05B	332	9	4.45080321	0.68204028	1.33333333	5.00000000
PM06	334	7	3.17415170	0.87098746	1.00000000	5.00000000
PM07	334	7	3.11377246	0.91439382	1.00000000	4.75000000
PM08	333	8	2.82882883	1.06029554	1.00000000	5.00000000
PM10	332	9	4.09262048	0.79074026	1.25000000	5.00000000
PM11	335	6	3.22288557	0.93612018	1.00000000	5.00000000
PM12	340	1	3.42647059	1.02283913	1.00000000	5.00000000
PM14	335	6	2.67313433	0.79685611	1.00000000	4.75000000
PM15	332	9	2.49899598	0.65472615	1.00000000	4.33333333
PM17	338	3	2.19970414	0.88805120	1.00000000	5.00000000
PM18D	330	11	2.21346801	0.67926715	1.00000000	4.44444444
PM19	336	5	2.56845238	1.18893552	1.00000000	5.00000000
PM21B	338	3	2.87278107	0.78892897	1.00000000	5.00000000
PM23	338	3	2.01331361	0.99283799	1.00000000	5.00000000
PM31B	333	8	2.90990991	0.97211380	1.00000000	5.00000000
PAYDETRM	334	7	2.66367265	1.19628123	1.00000000	5.00000000
UNIONSAT	330	11	2.55878788	0.81266479	1.00000000	5.00000000
ORGINVOL	326	15	3.73926380	0.52824430	1.45454545	5.00000000
SUPVRAMT	334	7	2.94653550	0.83850093	1.00000000	4.57142857

Table C.4

MEANS FOR SCALES, SUPERVISORS

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			--- SITENAME=OC ---			
PM02	182	2	3.72939560	0.72869456	1.75000000	5.00000000
PM03B	180	4	3.80740741	0.64964829	1.33333333	5.00000000
PM04	181	3	2.96408840	0.92651250	1.00000000	5.00000000
PM05B	182	2	4.20512821	0.72535291	1.00000000	5.00000000
PM06	177	7	3.67796610	0.74166097	1.16666667	5.00000000
PM07	182	2	3.63598901	0.71225179	1.00000000	5.00000000
PM08	182	2	2.17857143	0.94736164	1.00000000	5.00000000
PM10	181	3	4.19337017	0.59211037	2.25000000	5.00000000
PM11	182	2	3.94871795	0.67111422	1.66666667	5.00000000
PM12	184	0	4.07065217	0.72647634	1.00000000	5.00000000
PM14	180	4	3.28472222	0.72791693	1.50000000	5.00000000
PM15	178	6	2.97940075	0.74864189	1.00000000	4.66666667
PM17	182	2	2.53296703	0.88355822	1.00000000	5.00000000
PM18D	181	3	2.92326581	0.73323391	1.22222222	5.00000000
PM19	181	3	3.26243094	1.05088463	1.00000000	5.00000000
PM21B	182	2	3.67216117	0.68615643	1.33333333	5.00000000
PM23	183	1	3.06010929	1.01861465	1.00000000	5.00000000
PM26	178	6	2.82303371	0.69012634	1.00000000	4.25000000
PM27	179	5	2.60195531	0.78191215	1.00000000	4.50000000
PM28D	178	6	2.88764045	0.74951136	1.20000000	4.80000000
PM30	178	6	3.02808989	0.61230116	1.25000000	4.50000000
PM31B	182	2	3.48534799	0.83843680	1.00000000	5.00000000
PAYDETRM	182	2	3.42857143	1.08087420	1.00000000	5.00000000
UNIONSAT	177	7	2.58192090	0.76701216	1.00000000	5.00000000
ORGINVOL	178	6	4.08937692	0.37594409	3.09090909	4.20000000
SUPVRLMT	177	7	3.52865214	0.78624023	1.42857143	5.00000000

Table C.4—continued

SITENAME=CO

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
PM02	150	2	3.70166667	0.72235016	1.25000000	5.00000000
PM03B	150	2	3.08444444	0.68431524	2.00000000	5.00000000
PM04	150	2	2.74000000	0.99616715	1.00000000	5.00000000
PM05B	147	5	4.27891156	0.75149857	1.66666667	5.00000000
PM06	148	4	3.58220721	0.77943538	1.00000000	5.00000000
PM07	151	1	3.75165563	0.65287613	1.00000000	5.00000000
PM08	150	2	2.50333333	1.10595804	1.00000000	5.00000000
PM10	146	6	4.24657534	0.69106758	2.00000000	5.00000000
PM11	150	2	3.90666669	0.80721640	1.33333333	5.00000000
PM12	151	1	3.91390728	0.79950316	1.00000000	5.00000000
PM14	149	3	3.42114094	0.66658116	1.50000000	5.00000000
PM15	148	4	2.93355856	0.74605029	1.16666667	4.66666667
PM17	150	2	2.38333333	0.80355057	1.16666667	5.00000000
PM18D	150	2	2.82510519	0.70182540	1.11111111	4.77777778
PM19	150	2	2.90666667	1.13573243	1.00000000	5.00000000
PM21B	150	2	3.74666667	0.63302123	1.66666667	5.00000000
PM23	151	1	3.03973510	1.04805086	1.00000000	5.00000000
PM26	147	5	2.86394558	0.69133042	1.00000000	5.00000000
PM27	147	5	2.70578231	0.81808574	1.00000000	5.00000000
PM28D	147	5	2.70884354	0.72536483	1.20000000	4.20000000
PM30	147	5	2.97023810	0.67526208	1.25000000	5.00000000
PM31B	150	2	3.38000000	0.84076539	1.33333333	5.00000000
PAYDETRM	148	4	3.35585586	1.18293623	1.00000000	5.00000000
UNIONSAT	148	4	2.44729730	0.80689595	1.00000000	4.40000000
ORGINVOL	148	4	4.06203931	0.44041578	2.72727273	5.00000000
SUPVMGMT	150	2	3.46385714	0.82534167	1.28571429	5.00000000

Table C.4--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SA			
PM02	176	2	3.63494318	0.77729421	1.25000000	5.00000000
PM03B	176	2	3.87878788	0.76375317	1.00000000	5.00000000
PM04	176	2	3.08806818	0.97360873	1.00000000	5.00000000
PM05B	177	1	4.28060264	0.67118291	2.33333333	5.00000000
PM06	174	4	3.62739464	0.82445551	1.16666667	5.00000000
PM07	176	2	3.71448864	0.74148713	1.00000000	5.00000000
PM08	176	2	2.36647727	1.11895925	1.00000000	5.00000000
PM10	177	1	4.33664773	0.61465959	2.25000000	5.00000000
PM11	178	0	4.06214609	0.72945231	1.00000000	5.00000000
PM12	177	1	4.09269663	0.86910530	1.00000000	5.00000000
PM14	175	3	3.19350282	0.78628163	1.00000000	5.00000000
PM15	177	1	3.06285714	0.77384493	1.00000000	5.00000000
PM17	172	6	2.83050847	1.01945633	1.00000000	5.00000000
PM18D	175	3	2.97803618	0.77973750	1.00000000	5.00000000
PM19	177	1	3.19142857	1.10077596	1.00000000	5.00000000
PM21B	175	3	3.64030132	0.81529440	1.00000000	5.00000000
PM23	170	8	3.11714286	1.19949360	1.00000000	5.00000000
PM26	171	7	2.94264706	0.71077218	1.00000000	5.00000000
PM27	171	7	2.83479532	0.90755155	1.00000000	5.00000000
PM28D	170	8	3.07836257	0.70872687	1.00000000	4.40000000
PM30	176	2	3.07794118	0.72670338	1.00000000	5.00000000
PM31B	175	3	3.57196970	0.86695799	1.00000000	5.00000000
PAIDETRN	176	2	3.72537879	1.11370674	1.00000000	5.00000000
UNIONSAT	175	3	2.72228571	0.75773060	1.00000000	4.20000000
ORGINVOL	172	6	4.13054968	0.43316525	2.63636364	5.00000000
SUPVNUMT	175	3	3.52653061	0.80679398	1.28571429	5.00000000

Table C.4--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SM			
PM02	162	4	3.29012346	0.83865908	1.25000000	5.00000000
PM03B	164	2	3.76219512	0.73824830	1.00000000	5.00000000
PM04	163	3	2.70552147	0.99027690	1.00000000	5.00000000
PM05B	164	2	4.03455285	0.80862672	2.00000000	5.00000000
PM06	160	6	3.34791667	0.83036947	1.00000000	5.00000000
PM07	164	2	3.30792683	0.92286795	1.00000000	5.00000000
PM08	162	4	2.60493827	1.21255351	1.00000000	5.00000000
PM10	164	2	4.24695122	0.70926591	2.00000000	5.00000000
PM11	162	4	3.62757202	0.91707389	1.00000000	5.00000000
PM12	165	1	3.72121212	0.98271195	1.00000000	5.00000000
PM14	161	5	2.98602484	0.78821815	1.00000000	5.00000000
PM15	160	6	2.46666667	0.64773971	1.16666667	4.00000000
PM17	163	3	2.72085890	0.95758531	1.00000000	4.22222222
PM18D	162	4	2.63648034	0.74273050	1.00000000	5.00000000
PM19	160	6	3.01250000	1.10288370	1.00000000	5.00000000
PM21B	163	3	3.34355828	0.87756937	1.00000000	5.00000000
PM23	165	1	2.75757576	1.17857663	1.00000000	5.00000000
PM26	157	9	2.44108280	0.75592750	1.00000000	4.50000000
PM27	157	9	2.25000000	0.77418278	1.00000000	4.00000000
PM28D	154	12	2.56103896	0.73139777	1.00000000	4.60000000
PM30	157	9	2.56608280	0.68954540	1.00000000	4.50000000
PM31B	162	4	2.92386831	1.01423593	1.00000000	5.00000000
PAYDETRM	164	2	3.25609756	1.34483666	1.00000000	5.00000000
UNIONSAT	162	4	2.53580247	0.75844048	1.00000000	4.20000000
ORGINVOL	158	8	4.08630610	0.49695578	2.63636364	5.00000000
SUPVMGMT	164	2	3.26916376	0.81358803	1.14285714	5.00000000

Table C.4—continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=WR			
PM02	115	0	3.60217391	0.75284231	1.00000000	5.00000000
PM03B	114	1	3.74853801	0.67189894	2.00000000	5.00000000
PM04	115	0	2.98695652	0.93062154	1.00000000	5.00000000
PM05B	113	2	4.30678466	0.68304523	2.33333333	5.00000000
PM06	114	1	3.73245614	0.69707514	1.16666667	5.00000000
PM07	115	0	3.61086957	0.74353301	1.00000000	5.00000000
PM08	115	0	2.22173913	0.94402856	1.00000000	5.00000000
PM10	112	3	4.22991071	0.72140565	1.75000000	5.00000000
PM11	115	0	3.85797101	0.75582323	1.00000000	5.00000000
PM12	115	0	3.91739130	0.76920548	1.00000000	5.00000000
PM14	113	2	3.21460177	0.74766546	1.00000000	4.50000000
PM15	114	1	2.91666667	0.75819028	1.00000000	4.16666667
PM17	115	0	2.52608696	0.86562896	1.00000000	4.50000000
PM18D	114	1	2.75243665	0.73376452	1.00000000	4.33333333
PM19	115	0	3.10000000	1.07646269	1.00000000	5.00000000
PM21B	115	0	3.59420290	0.79199529	1.00000000	5.00000000
PM23	115	0	2.71739130	1.06196284	1.00000000	5.00000000
PM26	114	1	2.92105263	0.64776316	1.00000000	4.50000000
PM27	112	3	2.28125000	0.75196814	1.20000000	4.40000000
PM28D	113	2	2.92389381	0.75181617	1.00000000	4.40000000
PM30	113	2	3.02544248	0.64437801	1.00000000	4.25000000
PM31B	114	1	3.58107135	0.77803095	1.00000000	5.00000000
PAYDETRM	112	3	3.30654762	1.12851687	1.00000000	5.00000000
UNIONSAT	111	4	2.63963964	0.79123371	1.00000000	4.60000000
ORGINVOL	115	0	4.04260775	0.41873650	3.09090909	5.00000000
SUPVAUNT	114	1	3.50751880	0.70732183	1.00000000	4.71428571

Table C.5

REGRESSION RESULTS FOR ALL VARIABLES, ALL EMPLOYEES

MODEL: MODEL01		SSE	3656.2	F RATIO	2.33
		DFE	3545	PROB>F	0.0027
DEP VAR: V1		MSE	1.031368	R-SQUARE	0.0098

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.726185	0.157711	23.6267	0.0001
SUPER	1	0.149476	0.047767	3.1292	0.0018
SACTO	1	-0.018969	0.037026	-0.5123	0.6085
V152	1	0.024623	0.022941	1.0733	0.2832
V156W	1	-0.000249533	0.041623	-0.0060	0.9952
V157C	1	-0.027078	0.032395	-0.8359	0.4033
V158	1	-0.00824498	0.019958	-0.4131	0.6795
V159A	1	0.037595	0.046653	0.8059	0.4204
V160	1	0.017826	0.012080	1.4756	0.1401
V165	1	0.109409	0.049977	2.1892	0.0286
V168	1	-0.010371	0.015497	-0.6692	0.5034
V169	1	-0.029186	0.041728	-0.6994	0.4843
V172	1	-0.019821	0.011490	-1.7250	0.0846
WHS	1	0.0007072961	0.050178	0.0141	0.9888
BNHS	1	0.024140	0.051194	0.4715	0.6373
OTH	1	-0.091711	0.081608	-1.1238	0.2612

MODEL: MODEL01		SSE	4950.251	F RATIO	12.72
		DFE	3545	PROB>F	0.0001
DEP VAR: V2		MSE	1.396404	R-SQUARE	0.0511

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.242430	0.183510	12.2196	0.0001
SUPER	1	0.239085	0.055581	4.3015	0.0001
SACTO	1	-0.199173	0.043083	-4.6231	0.0001
V152	1	-0.059147	0.026694	-2.2157	0.0268
V156W	1	0.297288	0.048432	6.1383	0.0001
V157C	1	0.109254	0.037694	2.8985	0.0038
V158	1	0.009013651	0.023223	0.3881	0.6979
V159A	1	-0.106629	0.054284	-1.9643	0.0496
V160	1	-0.000694572	0.014056	-0.0494	0.9606
V165	1	0.053058	0.058153	0.9124	0.3616
V168	1	0.053120	0.018033	2.9458	0.0032
V169	1	-0.037419	0.048554	-0.7707	0.4410
V172	1	-0.055621	0.013370	-4.1601	0.0001
WHS	1	0.259596	0.058386	4.4462	0.0001
BNHS	1	0.074077	0.059569	1.2435	0.2138
OTH	1	0.209929	0.094958	2.2108	0.0271

Table C.5--continued

MODEL: MODEL01 SSE 3647.33 F RATIO 6.51
DEP VAR: V3 DFE 3545 PROB>F 0.0001
  MSE 1.028866 R-SQUARE 0.0268

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.419264	0.157520	21.7069	0.0001
SUPER	1	-0.168622	0.047709	-3.5344	0.0004
SACTO	1	-0.153110	0.036981	-4.1403	0.0001
V152	1	0.026058	0.022913	1.1372	0.2555
V156W	1	-0.083184	0.041572	-2.0009	0.0455
V157C	1	-0.078962	0.032355	-2.4405	0.0147
V158	1	0.005666146	0.019934	0.2843	0.7762
V159A	1	0.061381	0.046596	1.3173	0.1878
V160	1	0.018605	0.012066	1.5420	0.1232
V165	1	-0.076919	0.049917	-1.5410	0.1234
V168	1	-0.034760	0.015479	-2.2457	0.0248
V169	1	-0.038092	0.041678	-0.9140	0.3608
V172	1	0.026613	0.011476	2.3190	0.0205
WHS	1	-0.251006	0.050117	-5.0084	0.0001
BNHS	1	-0.250334	0.051132	-4.8958	0.0001
OTH	1	-0.126156	0.081509	-1.5478	0.1218

MODEL: MODEL01 SSE 5101.31 F RATIO 16.55
DEP VAR: V4 DFE 3545 PROB>F 0.0001
  MSE 1.439015 R-SQUARE 0.0654

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.512291	0.186289	18.8540	0.0001
SUPER	1	0.470469	0.056423	8.3382	0.0001
SACTO	1	-0.158946	0.043735	-3.6343	0.0003
V152	1	-0.026990	0.027098	-0.9960	0.3193
V156W	1	0.184862	0.049165	3.7600	0.0002
V157C	1	0.106191	0.038265	2.7752	0.0055
V158	1	-0.047252	0.023574	-2.0044	0.0451
V159A	1	-0.052702	0.055106	-0.9564	0.3389
V160	1	0.014277	0.014269	1.0005	0.3171
V165	1	-0.00424294	0.059033	-0.0719	0.9427
V168	1	0.056440	0.018306	3.0832	0.0021
V169	1	-0.133838	0.049290	-2.7153	0.0067
V172	1	-0.044548	0.013573	-3.2822	0.0010
WHS	1	0.004462576	0.059270	0.0753	0.9400
BNHS	1	-0.047076	0.060471	-0.7785	0.4363
OTH	1	-0.188286	0.096396	-1.9533	0.0509

Table C.5--continued

MODEL:	MODEL01		SSE	4475.008	F RATIO	17.89
DEP VAR:	V5		DFE	3545	PROB>F	0.0001
			MSE	1.262344	R-SQUARE	0.0704

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.585670	0.174479	14.8194	0.0001
SUPER	1	0.379377	0.052846	7.1789	0.0001
SACTO	1	-0.270093	0.040962	-6.5937	0.0001
V152	1	-0.010429	0.025380	-0.4109	0.6812
V156W	1	0.249032	0.046048	5.4080	0.0001
V157C	1	0.025665	0.035839	0.7161	0.4740
V158	1	-0.050956	0.022080	-2.3078	0.0211
V159A	1	-0.069441	0.051613	-1.3454	0.1786
V160	1	0.017514	0.013365	1.3105	0.1901
V165	1	0.066148	0.055291	1.1964	0.2316
V168	1	0.043407	0.017145	2.5364	0.0112
V169	1	-0.114238	0.046165	-2.4746	0.0134
V172	1	-0.050267	0.012712	-3.9543	0.0001
WHS	1	0.155854	0.055513	2.8075	0.0050
BNHS	1	-0.074798	0.056637	-1.3206	0.1867
OTH	1	0.215054	0.090285	2.3820	0.0173

MODEL:	MODEL01		SSE	5324.826	F RATIO	5.50
DEP VAR:	V6		DFE	3545	PROB>F	0.0001
			MSE	1.502067	R-SQUARE	0.0227

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.783748	0.190327	19.8803	0.0001
SUPER	1	0.113579	0.057646	1.9703	0.0489
SACTO	1	0.081389	0.044683	1.8215	0.0686
V152	1	0.030075	0.027686	1.0863	0.2774
V156W	1	-0.087886	0.050231	-1.7496	0.0803
V157C	1	-0.080002	0.039094	-2.0464	0.0408
V158	1	0.045020	0.024085	1.8692	0.0617
V159A	1	0.034138	0.056301	0.6064	0.5443
V160	1	-0.022819	0.014578	-1.5653	0.1176
V165	1	-0.096608	0.060313	-1.6018	0.1093
V168	1	-0.062903	0.018702	-3.3634	0.0008
V169	1	-0.074216	0.050358	-1.4738	0.1406
V172	1	0.030744	0.013867	2.2171	0.0267
WHS	1	-0.266016	0.060555	-4.3930	0.0001
BNHS	1	-0.363212	0.061782	-5.8790	0.0001
OTH	1	-0.148345	0.098485	-1.5063	0.1321

Table C.5--continued

MODEL: MODEL01
DEP VAR: V7

		SSE	3666.146	F RATIO	52.06
		DFE	3545	PROB>F	0.0001
		MSE	1.034174	R-SQUARE	0.1805

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.628617	0.157925	22.9768	0.0001
SUPER	1	-0.624759	0.047832	-13.0615	0.0001
SACTO	1	0.327656	0.037076	8.8374	0.0001
V152	1	0.101849	0.022972	4.4335	0.0001
V156W	1	-0.204795	0.041680	-4.9136	0.0001
V157C	1	-0.260264	0.032439	-8.0233	0.0001
V158	1	0.067087	0.019985	3.3569	0.0008
V159A	1	0.065256	0.046716	1.4183	0.1562
V160	1	-0.00054967	0.012097	-0.0459	0.9634
V165	1	-0.121032	0.050045	-2.4185	0.0156
V168	1	-0.037617	0.015518	-2.4240	0.0154
V169	1	-0.010066	0.041785	-0.2409	0.8096
V172	1	0.031523	0.011506	2.7397	0.0062
WHS	1	-0.129172	0.050246	-2.5708	0.0102
BNHS	1	0.179784	0.051264	3.5070	0.0005
OTH	1	0.163684	0.081719	2.0030	0.0453

MODEL: MODEL01
DEP VAR: V8

		SSE	5155.903	F RATIO	29.83
		DFE	3545	PROB>F	0.0001
		MSE	1.454416	R-SQUARE	0.1121

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.253016	0.187283	12.0300	0.0001
SUPER	1	0.194388	0.056724	3.4269	0.0006
SACTO	1	-0.186337	0.043968	-4.2380	0.0001
V152	1	0.025783	0.027243	0.9464	0.3440
V156W	1	-0.432682	0.049428	-8.7539	0.0001
V157C	1	0.410352	0.038469	10.6671	0.0001
V158	1	-0.125347	0.023700	-5.2889	0.0001
V159A	1	-0.00261505	0.055400	-0.0472	0.9624
V160	1	-0.036817	0.014345	-2.5665	0.0103
V165	1	0.134278	0.059349	2.2625	0.0237
V168	1	0.054982	0.018403	2.9876	0.0028
V169	1	0.110598	0.049553	2.2319	0.0257
V172	1	-0.071677	0.013645	-5.2530	0.0001
WHS	1	-0.043010	0.059586	-0.7218	0.4705
BNHS	1	-0.381019	0.060794	-6.2674	0.0001
OTH	1	0.016227	0.096910	0.1674	0.8670

Table C.5--continued

MODEL: MODEL01		SSE	4534.45	F RATIO	8.01
		DFE	3545	PROB>F	0.0001
DEP VAR: V9		MSE	1.279111	R-SQUARE	0.0328

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.56.526	0.175634	19.9706	0.0001
SUPER	1	0.091030	0.053196	1.7112	0.0871
SACTO	1	-0.187092	0.041234	-4.5374	0.0001
V152	1	-0.020462	0.025549	-0.8009	0.4232
V156W	1	-0.116557	0.046353	-2.5145	0.0120
V157C	1	0.0004555242	0.036076	0.0126	0.9899
V158	1	-0.0014522	0.022226	-0.0653	0.9479
V159A	1	-0.140761	0.051955	-2.7093	0.0068
V160	1	-0.00549173	0.013453	-0.4082	0.6831
V165	1	-0.00122848	0.055657	-0.0221	0.9824
V168	1	-0.011871	0.017259	-0.6878	0.4916
V169	1	-0.079249	0.046470	-1.7054	0.0882
V172	1	-0.062753	0.012796	-4.9041	0.0001
WHS	1	0.163862	0.055880	2.9324	0.0034
BNHS	1	-0.00820967	0.057012	-0.1440	0.8855
OTH	1	-0.066885	0.090882	-0.7360	0.4618

MODEL: MODEL01		SSE	2951.564	F RATIO	18.80
		DFE	3545	PROB>F	0.0001
DEP VAR: V10		MSE	0.832599	R-SQUARE	0.0737

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.591044	0.141701	25.3424	0.0001
SUPER	1	0.294901	0.042918	6.8712	0.0001
SACTO	1	-0.134671	0.033267	-4.0482	0.0001
V152	1	0.014986	0.020612	0.7271	0.4672
V156W	1	0.051356	0.037398	1.3733	0.1698
V157C	1	0.138703	0.029106	4.7654	0.0001
V158	1	-0.046147	0.017932	-2.5735	0.0101
V159A	1	-0.014936	0.041917	-0.3563	0.7216
V160	1	-0.00904152	0.010854	-0.8330	0.4049
V165	1	-0.00761404	0.044904	-0.1696	0.8654
V168	1	0.081040	0.013924	5.8201	0.0001
V169	1	-0.027008	0.037492	-0.7204	0.4714
V172	1	-0.011770	0.010324	-1.1400	0.2543
WHS	1	0.123446	0.045084	2.7381	0.0062
BNHS	1	-0.015881	0.045997	-0.3452	0.7299
OTH	1	-0.154001	0.073324	-2.1003	0.0358

Table C.5--continued

MODEL: MODEL01		SSE	4311.314	F RATIO	18.50
DEP VAR: V11		DFE	3545	PROB>F	0.0001
		MSE	1.216168	R-SQUARE	0.0726

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.085245	0.171258	18.0151	0.0001
SUPER	1	0.372628	0.051871	7.1838	0.0001
SACTO	1	-0.125700	0.040206	-3.1264	0.0018
V152	1	0.029800	0.024912	1.1962	0.2317
V156W	1	0.139244	0.045198	3.0807	0.0021
V157C	1	0.061224	0.035177	1.7404	0.0819
V158	1	-0.051413	0.021672	-2.3723	0.0177
V159A	1	-0.101468	0.050660	-2.0029	0.0453
V160	1	0.028259	0.013118	2.1542	0.0313
V165	1	0.107358	0.054270	1.9782	0.0480
V168	1	0.087001	0.016829	5.1698	0.0001
V169	1	-0.196525	0.045313	-4.3371	0.0001
V172	1	-0.028123	0.012477	-2.2539	0.0243
WHS	1	-0.018156	0.054488	-0.3332	0.7390
BNHS	1	-0.124240	0.055592	-2.2349	0.0255
OTH	1	-0.139735	0.088618	-1.5768	0.1149

MODEL: MODEL01		SSE	4857.176	F RATIO	8.92
DEP VAR: V12		DFE	3545	PROB>F	0.0001
		MSE	1.370148	R-SQUARE	0.0364

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.519364	0.181777	13.8596	0.0001
SUPER	1	0.256513	0.055056	4.6591	0.0001
SACTO	1	-0.218188	0.042676	-5.1127	0.0001
V152	1	0.009697936	0.026442	0.3668	0.7138
V156W	1	0.095636	0.047974	1.9935	0.0463
V157C	1	0.111913	0.037338	2.9973	0.0027
V158	1	0.006185131	0.023003	0.2689	0.7880
V159A	1	-0.024370	0.053772	-0.4532	0.6504
V160	1	0.004515553	0.013924	0.3243	0.7457
V165	1	-0.00140976	0.057604	-0.0245	0.9805
V168	1	0.011759	0.017862	0.6583	0.5104
V169	1	0.120012	0.048096	2.4953	0.0126
V172	1	-0.017100	0.013244	-1.2912	0.1967
WHS	1	0.052125	0.057834	0.9013	0.3675
BNHS	1	-0.086500	0.059006	-1.4659	0.1428
OTH	1	0.043819	0.094061	0.4659	0.6413

Table C.5--continued

MODEL:	MODEL01		SSE	4389.919	F RATIO	23.13
DEP VAR: V13			DFE	3545	PROB>F	0.0001
			MSE	1.238341	R-SQUARE	0.0891

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.679241	0.172813	21.2904	0.0001
SUPER	1	-0.3?.453	0.052341	-6.1606	0.0001
SACTO	1	0.3?.743	0.040571	8.2508	0.0001
V152	1	0.101032	0.025138	4.0191	0.0001
V156W	1	-0.111103	0.045609	-2.4360	0.0149
V157C	1	-0.101374	0.035497	-5.1096	0.0001
V158	1	0.019006	0.021869	0.8691	0.3849
V159A	1	0.102055	0.051120	1.9964	0.0460
V160	1	-0.010011	0.013237	-0.7563	0.4495
V165	1	-0.161269	0.054763	-2.9449	0.0033
V168	1	-0.044054	0.016981	-2.5943	0.0095
V169	1	0.142338	0.045724	3.1130	0.0019
V172	1	0.033294	0.012591	2.6443	0.0082
WHS	1	-0.051442	0.054982	-0.9356	0.3495
BMHS	1	0.164000	0.056096	2.9235	0.0035
OTH	1	0.006413453	0.089422	0.0717	0.9428

MODEL:	MODEL01		SSE	5207.563	F RATIO	14.25
DEP VAR: V14			DFE	3545	PROB>F	0.0001
			MSE	1.468988	R-SQUARE	0.0569

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.515850	0.188219	18.6795	0.0001
SUPER	1	0.368536	0.057008	6.4647	0.0001
SACTO	1	-0.351429	0.044188	-7.9530	0.0001
V152	1	-0.013885	0.027379	-0.5072	0.6121
V156W	1	-0.00339946	0.049675	-0.0684	0.9454
V157C	1	-0.050157	0.038661	-1.2974	0.1946
V158	1	-0.040769	0.023819	-1.7116	0.0870
V159A	1	-0.097846	0.055677	-1.7574	0.0789
V160	1	0.040826	0.014417	2.8318	0.0047
V165	1	0.125545	0.059645	2.1049	0.0354
V168	1	0.041001	0.018495	2.2169	0.0267
V169	1	0.044098	0.049800	0.8855	0.3760
V172	1	-0.048781	0.013713	-3.5572	0.0004
WHS	1	-0.010858	0.059884	-0.1813	0.8561
BMHS	1	-0.078964	0.061098	-1.2924	0.1963
OTH	1	0.083136	0.097395	0.8536	0.3934

Table C.5--continued

MODEL: MODEL01		SSE	4975.045	F RATIO	21.31
DEP VAR: V15		DFE	3545	PROB>F	0.0001
		MSE	1.403398	R-SQUARE	0.0827

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.041051	0.183969	16.5302	0.0001
SUPER	1	0.413998	0.055720	7.4299	0.0001
SACTO	1	-0.246930	0.043190	-5.7172	0.0001
V152	1	0.00547229	0.026761	0.2045	0.8380
V156W	1	0.263564	0.048553	5.4284	0.0001
V157C	1	0.116395	0.037788	3.0802	0.0021
V158	1	-0.090224	0.023281	-3.8755	0.0001
V159A	1	-0.096114	0.054420	-1.7662	0.0775
V160	1	0.010259	0.014091	0.7280	0.4667
V165	1	0.086800	0.058298	1.4889	0.1366
V168	1	0.011309	0.018078	0.6256	0.5316
V169	1	-0.182486	0.048676	-3.7490	0.0002
V172	1	-0.070822	0.013404	-5.2839	0.0001
WHS	1	0.197229	0.058532	3.3696	0.0008
BNHS	1	-0.042888	0.059718	-0.7182	0.4727
OTH	1	0.056089	0.095195	0.5892	0.5558

MODEL: MODEL01		SSE	4058.017	F RATIO	17.65
DEP VAR: V16		DFE	3545	PROB>F	0.0001
		MSE	1.144716	R-SQUARE	0.0695

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.983947	0.166151	17.9592	0.0001
SUPER	1	0.182137	0.050324	3.6193	0.0003
SACTO	1	-0.121430	0.039007	-3.1130	0.0019
V152	1	0.006317141	0.024169	0.2614	0.7938
V156W	1	0.222201	0.043851	5.0672	0.0001
V157C	1	0.244480	0.034128	7.1635	0.0001
V158	1	-0.034129	0.021026	-1.6232	0.1046
V159A	1	-0.048993	0.049149	-0.9968	0.3189
V160	1	-0.012697	0.012727	-0.9976	0.3185
V165	1	0.020003	0.052652	0.3799	0.7040
V168	1	0.037619	0.016327	2.3041	0.0213
V169	1	-0.136794	0.043961	-3.1117	0.0019
V172	1	-0.000257984	0.012105	-0.0213	0.9830
WHS	1	0.177961	0.052863	3.3665	0.0008
BNHS	1	-0.101411	0.053934	-1.8803	0.0602
OTH	1	0.060455	0.085975	0.7032	0.4820

Table C.5--continued

MODEL: MODEL01		SSE	4451.596	F RATIO	18.59
DEP VAR: V17		DFE	3545	PROB>F	0.0001
		MSE	1.255739	R-SQUARE	0.0729

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.754587	0.174022	15.8289	0.0001
SUPER	1	0.049388	0.052708	0.9370	0.3488
SACTO	1	-0.096803	0.040855	-2.3694	0.0179
V152	1	-0.00168582	0.025314	-0.0666	0.9469
V156W	1	0.399773	0.045928	8.7044	0.0001
V157C	1	0.096824	0.035745	2.7087	0.0068
V158	1	-0.032987	0.022022	-1.4979	0.1342
V159A	1	0.118125	0.051478	2.2947	0.0218
V160	1	0.025713	0.013330	1.9290	0.0538
V165	1	0.262386	0.055146	4.7580	0.0001
V168	1	0.004900257	0.017100	0.2866	0.7745
V169	1	-0.035433	0.046044	-0.7695	0.4416
V172	1	-0.020480	0.012679	-1.6153	0.1063
WHS	1	-0.115511	0.055367	-2.0863	0.0370
BNHS	1	-0.335353	0.056489	-5.9366	0.0001
OTH	1	-0.173181	0.090048	-1.9232	0.0545

MODEL: MODEL01		SSE	4715.658	F RATIO	17.20
DEP VAR: V18		DFE	3545	PROB>F	0.0001
		MSE	1.330228	R-SQUARE	0.0678

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.505923	0.179109	13.9910	0.0001
SUPER	1	0.268913	0.054248	4.9571	0.0001
SACTO	1	-0.282940	0.042049	-6.7287	0.0001
V152	1	-0.00490821	0.026054	-0.1884	0.8506
V156W	1	0.304939	0.047270	6.4510	0.0001
V157C	1	0.080153	0.036790	2.1787	0.0294
V158	1	-0.033918	0.022666	-1.4965	0.1346
V159A	1	-0.091564	0.052982	-1.7282	0.0840
V160	1	0.020591	0.013719	1.5009	0.1335
V165	1	0.076894	0.056758	1.3548	0.1756
V168	1	0.064840	0.017600	3.6841	0.0002
V169	1	-0.119546	0.047390	-2.5226	0.0117
V172	1	-0.020869	0.013049	-1.5992	0.1099
WHS	1	0.230037	0.056986	4.0368	0.0001
BNHS	1	0.144611	0.058140	2.4873	0.0129
OTH	1	0.059663	0.092681	0.6437	0.5198

Table C.5--continued

MODEL: MODEL01		SSE	5542.521	F RATIO	12.64
		DFE	3545	PROB>F	0.0001
DEP VAR: V19		MSE	1.563475	R-SQUARE	0.0508

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.451924	0.194178	17.7771	0.0001
SUPER	1	0.431709	0.058813	7.3404	0.0001
SACTO	1	-0.192982	0.045587	-4.2333	0.0001
V152	1	0.0005059191	0.028246	0.0179	0.9857
V156W	1	0.224439	0.051247	4.3795	0.0001
V157C	1	-0.051424	0.039885	-1.2893	0.1974
V158	1	-0.097214	0.024573	-3.9562	0.0001
V159A	1	-0.035374	0.057440	-0.6158	0.5380
V160	1	-0.013179	0.014073	-0.8861	0.3756
V165	1	0.149072	0.061533	2.4226	0.0155
V168	1	0.043912	0.019081	2.3014	0.0214
V169	1	-0.148055	0.051377	-2.8817	0.0040
V172	1	-0.036926	0.014147	-2.6101	0.0091
WHS	1	0.012539	0.061780	0.2030	0.8392
BNHS	1	0.025959	0.063032	0.4118	0.6805
OTH	1	0.022914	0.100478	0.2281	0.8196

MODEL: MODEL01		SSE	4605.464	F RATIO	44.48
		DFE	3545	PROB>F	0.0001
DEP VAR: V20		MSE	1.299144	R-SQUARE	0.1584

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.226660	0.177004	12.5797	0.0001
SUPER	1	0.406803	0.053611	7.5881	0.0001
SACTO	1	-0.261518	0.041555	-6.2933	0.0001
V152	1	-0.00959684	0.025748	-0.3727	0.7094
V156W	1	0.134181	0.046715	2.8723	0.0041
V157C	1	0.362190	0.036358	9.9619	0.0001
V158	1	-0.233325	0.022399	-10.4166	0.0001
V159A	1	-0.051861	0.052360	-0.9905	0.3220
V160	1	0.018581	0.013558	1.3705	0.1706
V165	1	0.107219	0.056091	1.9115	0.0560
V168	1	0.065085	0.017393	3.7420	0.0002
V169	1	-0.055104	0.046833	-1.1766	0.2394
V172	1	-0.096145	0.012896	-7.4554	0.0001
WHS	1	0.136389	0.056316	2.4218	0.0155
BNHS	1	-0.156942	0.057457	-2.7315	0.0063
OTH	1	0.114120	0.091591	1.2460	0.2129

Table C.5--continued

MODEL: MODELO1
DEP VAR: V21

	SSE	5351.395	F RATIO	18.30
	DFE	3545	PROB>F	0.0001
	MSE	1.509561	R-SQUARE	0.0719

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.040583	0.190801	15.9359	0.0001
SUPER	1	0.284521	0.057790	4.9234	0.0001
SACTO	1	-0.323984	0.044794	-7.2327	0.0001
V152	1	0.016580	0.027755	0.5974	0.5503
V156W	1	0.223023	0.050356	4.4289	0.0001
V157C	1	0.063658	0.039191	1.6243	0.1044
V158	1	-0.100604	0.024145	-4.1666	0.0001
V159A	1	-0.084642	0.056441	-1.4997	0.1338
V160	1	0.045813	0.014615	3.1347	0.0017
V165	1	0.160064	0.060463	2.6473	0.0081
V168	1	0.028251	0.018749	1.5068	0.1320
V169	1	-0.117523	0.050483	-2.3280	0.0200
V172	1	-0.072891	0.013901	-5.2435	0.0001
WHS	1	-0.060372	0.060706	-0.9945	0.3200
BNHS	1	-0.185592	0.061936	-2.9965	0.0027
OTH	1	0.170054	0.098730	1.7224	0.0851

MODEL: MODELO1
DEP VAR: V22

	SSE	4260.25	F RATIO	17.09
	DFE	3545	PROB>F	0.0001
	MSE	1.201763	R-SQUARE	0.0674

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.273781	0.170241	19.2303	0.0001
SUPER	1	0.021005	0.051562	0.4074	0.6838
SACTO	1	0.340475	0.039967	8.5188	0.0001
V152	1	-0.025006	0.024764	-1.0098	0.3127
V156W	1	0.412382	0.044930	9.1783	0.0001
V157C	1	-0.00227728	0.034968	-0.0651	0.9481
V158	1	0.047219	0.021543	2.1918	0.0285
V159A	1	0.028733	0.050359	0.5706	0.5683
V160	1	0.072782	0.013040	5.5815	0.0001
V165	1	-0.156415	0.053948	-2.8994	0.0038
V168	1	-0.088111	0.016729	-5.2671	0.0001
V169	1	-0.124264	0.045044	-2.7588	0.0058
V172	1	0.020701	0.012403	1.6690	0.0952
WHS	1	0.027331	0.054164	0.5046	0.6139
BNHS	1	0.026849	0.055262	0.4858	0.6271
OTH	1	0.135877	0.088092	1.5425	0.1231

Table C.5--continued

MODEL:	MODEL01	SSE	4651.746	F RATIO	19.55
		DFE	3545	PROB>F	0.0001
DEP VAR: V23		MSE	1.312199	R-SQUARE	0.0764

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.189550	0.177891	17.9298	0.0001
SUPER	1	0.398171	0.053880	7.3900	0.0001
SACTO	1	-0.083813	0.041763	-2.0068	0.0449
V152	1	-0.058156	0.025877	-2.2474	0.0247
V156W	1	0.356742	0.046949	7.5985	0.0001
V157C	1	0.100567	0.036540	2.7523	0.0059
V158	1	-0.083616	0.022512	-3.7144	0.0002
V159A	1	0.0049942	0.052622	0.0950	0.9243
V160	1	0.018620	0.013626	1.3665	0.1719
V165	1	0.124278	0.056372	2.2046	0.0275
V168	1	-0.00839055	0.017480	-0.4800	0.6313
V169	1	-0.147929	0.047068	-3.1429	0.0017
V172	1	-0.054980	0.012961	-4.2421	0.0001
WHS	1	0.081272	0.056598	1.4359	0.1511
BMHS	1	-0.159777	0.057745	-2.7669	0.0057
OTH	1	-0.051903	0.092050	-0.5639	0.5729

MODEL:	MODEL01	SSE	5122.188	F RATIO	31.00
		DFE	3545	PROB>F	0.0001
DEP VAR: V24		MSE	1.444905	R-SQUARE	0.1160

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.728814	0.186670	14.6184	0.0001
SUPER	1	0.674905	0.056538	11.9371	0.0001
SACTO	1	-0.127035	0.043824	-2.8987	0.0038
V152	1	-0.019998	0.027154	-0.7365	0.4615
V156W	1	0.200753	0.049266	4.0749	0.0001
V157C	1	0.187538	0.038343	4.8911	0.0001
V158	1	-0.116809	0.023622	-4.9448	0.0001
V159A	1	-0.154289	0.055219	-2.7941	0.0052
V160	1	0.016648	0.014298	1.1643	0.2444
V165	1	0.046965	0.059154	0.7939	0.4273
V168	1	-0.010042	0.018343	-0.5475	0.5841
V169	1	-0.121874	0.049390	-2.4676	0.0137
V172	1	-0.086697	0.013600	-6.3746	0.0001
WHS	1	0.242425	0.059391	4.0818	0.0001
BMHS	1	-0.096000	0.060595	-1.5843	0.1132
OTH	1	0.0005996574	0.096593	0.0062	0.9950

Table C.5--continued

MODEL: MODEL01
DEP VAR: V25

SSE	3957.351
DFE	3545
MSE	1.116319

F RATIO	11.43
PROB>F	0.0001
R-SQUARE	0.0461

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.642357	0.164078	22.1990	0.0001
SUPER	1	0.254803	0.049696	5.1273	0.0001
SACTO	1	-0.115578	0.038520	-3.0004	0.0027
V152	1	-0.058566	0.023867	-2.4538	0.0142
V156W	1	0.055817	0.043303	1.2890	0.1975
V157C	1	0.109132	0.033702	3.2381	0.0012
V158	1	-0.078791	0.020763	-3.7947	0.0002
V159A	1	-0.096051	0.048536	-1.9790	0.0479
V160	1	0.019790	0.012568	1.5747	0.1154
V165	1	0.093355	0.051995	1.7955	0.0727
V168	1	0.005254573	0.016123	0.3259	0.7445
V169	1	0.048468	0.043413	1.1164	0.2643
V172	1	-0.025004	0.011954	-2.0916	0.0365
%H3	1	-0.154288	0.052203	-2.9555	0.0031
BMHS	1	-0.134454	0.053261	-2.5244	0.0116
OTH	1	-0.029780	0.084902	-0.3508	0.7258

ALL EMPLOYEES

MODEL: MODEL01
DEP VAR: V26

	SSE	4993.169	F RATIO	17.11
	DFE	3518	PROB>F	0.0001
	MSE	1.419320	R-SQUARE	0.0680

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	4.151794	0.185716	22.3557	0.0001
SUPER	1	-0.049876	0.056249	-0.8867	0.3753
SACTO	1	-0.018735	0.043600	-0.4297	0.6674
V152	1	-0.0094B151	0.027015	-0.3510	0.7256
V156W	1	0.098358	0.049014	2.0067	0.0449
V157C	1	-0.332584	0.038147	-8.7185	0.0001
V158	1	0.095818	0.023502	4.0770	0.0001
V159A	1	-0.046657	0.054937	-0.8493	0.3958
V160	1	-0.045076	0.014225	-3.1687	0.0015
V165	1	-0.022569	0.058852	-0.3835	0.7014
V168	1	-0.084500	0.018249	-4.6303	0.0001
V169	1	0.095035	0.049138	1.9341	0.0532
V172	1	0.026044	0.013531	1.9248	0.0543
WHS	1	0.098969	0.059088	1.6750	0.0940
BMHS	1	0.270030	0.060285	4.4792	0.0001
OTH	1	-0.098530	0.096099	-1.0253	0.3053

MODEL: MODEL01
DEP VAR: V27

	SSE	4735.022	F RATIO	32.06
	DFE	3518	PROB>F	0.0001
	MSE	1.345941	R-SQUARE	0.1203

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.002169	0.180851	16.6002	0.0001
SUPER	1	0.498424	0.054776	9.0993	0.0001
SACTO	1	-0.245711	0.042458	-5.7871	0.0001
V152	1	-0.068633	0.026307	-2.6089	0.0091
V156W	1	0.246401	0.047730	5.1624	0.0001
V157C	1	0.173976	0.037148	4.6834	0.0001
V158	1	-0.167251	0.022886	-7.3080	0.0001
V159A	1	-0.090536	0.013853	-1.6923	0.0907
V160	1	-0.0097B726	0.057310	-0.7065	0.4799
V165	1	-0.075589	0.017771	-1.3189	0.1873
V168	1	-0.032662	0.047851	-1.8379	0.0662
V169	1	-0.049838	0.013176	-1.0415	0.2977
V172	1	-0.062940	0.057540	-4.7768	0.0001
WHS	1	0.316070	0.058706	5.4931	0.0001
BMHS	1	-0.019982	0.093582	-0.3404	0.7336
OTH	1	0.115202		1.2310	0.2184

Table C.5--continued

MODEL:	MODEL01		SSE DFE MSE	4054.066 3518 1.152378	F RATIO PROB>F R-SQUARE	19.77 0.0001 0.0777
DEP VAR:	V28					
VARIABLE	DF		PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1		3.702401	0.167342	22.1247	0.0001
SUPER	1		0.4375513	0.050684	8.6321	0.0001
SACTO	1		-0.265088	0.039287	-6.7475	0.0001
V152	1		-0.018702	0.024342	-0.7683	0.4424
V156W	1		0.218973	0.044165	4.9581	0.0001
V157C	1		-0.020734	0.034373	-0.6032	0.5464
V158	1		-0.012890	0.021177	-0.6087	0.5428
V159A	1		-0.040586	0.049502	-0.8199	0.4123
V160	1		-0.030928	0.012818	-2.4129	0.0159
V165	1		0.104469	0.053029	1.9700	0.0489
V168	1		.000008794443	0.016444	0.0053	0.9957
V169	1		-0.092706	0.044277	-2.0938	0.0363
V172	1		-0.047407	0.012192	-3.8883	0.0001
WHS	1		0.329002	0.053242	6.1794	0.0001
BNHS	1		0.304590	0.054321	5.6073	0.0001
OTH	1		0.127809	0.086592	1.4760	0.1400

MODEL:	MODEL01		SSE DFE MSE	3313.76 3518 0.941944	F RATIO PROB>F R-SQUARE	19.15 0.0001 0.0755
DEP VAR:	V29					
VARIABLE	DF		PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1		1.991236	0.151294	13.1614	0.0001
SUPER	1		0.161666	0.045824	3.5280	0.0004
SACTO	1		-0.253214	0.0355519	-7.1289	0.0001
V152	1		-0.00508098	0.022008	-0.2309	0.8174
V156W	1		0.188510	0.0399929	4.7211	0.0001
V157C	1		0.154705	0.031076	4.9782	0.0001
V158	1		-0.018325	0.019146	-0.9571	0.3386
V159A	1		-0.138630	0.044754	-3.0976	0.0020
V160	1		-0.000353796	0.011589	-0.0305	0.9756
V165	1		-0.018660	0.047944	-0.3892	0.6972
V168	1		-0.067763	0.014867	4.5580	0.0001
V169	1		-0.080125	0.040030	-2.0016	0.0454
V172	1		-0.047617	0.011023	-4.3199	0.0001
WHS	1		0.284897	0.048136	5.9186	0.0001
BNHS	1		0.070430	0.049111	1.4341	0.1516
OTH	1		0.055745	0.078287	0.7248	0.4686

Table C.5--continued

MODEL: MODEL01   SSE   4043.538   F RATIO   19.79
DEP VAR: V30   DFE   3518   PROB>F   0.0001
              MSE   1.149386   R-SQUARE 0.0778

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.907219	0.167125	17.3955	0.0001
SUPER	1	-0.108817	0.050619	-2.1497	0.0316
SACTO	1	0.285990	0.039236	7.2890	0.0001
V152	1	-0.086546	0.024311	-3.5600	0.0004
V156W	1	-0.340834	0.044107	-7.7274	0.0001
V157C	1	0.016502	0.034328	0.4807	0.6308
V158	1	0.047890	0.021149	2.2644	0.0236
V159A	1	-0.051877	0.049437	-1.0494	0.2941
V160	1	0.021724	0.012801	1.6970	0.0898
V165	1	-0.164290	0.052960	-3.1021	0.0019
V168	1	-0.039819	0.016422	-2.4247	0.0154
V169	1	-0.160599	0.044219	-3.6319	0.0003
V172	1	0.072704	0.012176	5.9709	0.0001
WHS	1	-0.050681	0.053173	-0.9531	0.3406
BNHS	1	0.022584	0.054250	0.4163	0.6772
OTH	1	0.161621	0.086479	1.8689	0.0617

MODEL: MODEL01   SSE   5243.883   F RATIO   10.10
DEP VAR: V31   DFE   3518   PROB>F   0.0001
              MSE   1.490587   R-SQUARE 0.0413

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.724722	0.190321	19.5707	0.0001
SUPER	1	0.309452	0.057644	5.3683	0.0001
SACTO	1	-0.222986	0.044682	-4.9905	0.0001
V152	1	-0.018202	0.027685	-0.6575	0.5109
V156W	1	0.192153	0.050229	3.8255	0.0001
V157C	1	-0.017677	0.039093	-0.4522	0.6512
V158	1	-0.069521	0.024085	-2.8866	0.0039
V159A	1	-0.097368	0.056299	-1.7295	0.0838
V160	1	-0.029214	0.014578	-2.0040	0.0451
V165	1	0.125390	0.060311	2.0791	0.0377
V168	1	0.030689	0.018702	1.6410	0.1009
V169	1	-0.126500	0.050356	-2.5121	0.0120
V172	1	-0.040973	0.013866	-2.9549	0.0031
WHS	1	0.023158	0.060553	0.3824	0.7022
BNHS	1	0.014037	0.061780	0.2272	0.8203
OTH	1	-0.029399	0.098482	-0.2985	0.7653

Table C.5--continued

MODEL: MODEL01		SSE	4248.687		F RATIO	22.85
DEP VAR: V32		DFE	3518		PROB>F	0.0001
		MSE	1.207700		R-SQUARE	0.0888

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.425694	0.171312	14.1595	0.0001
SUPER	1	0.164504	0.051887	3.1704	0.0015
SACTO	1	-0.287732	0.040219	-7.1541	0.0001
V152	1	-0.067263	0.024920	-2.6992	0.0070
V156W	1	-0.031032	0.045212	-0.6864	0.4925
V157C	1	0.202110	0.035188	5.7437	0.0001
V158	1	-0.061940	0.021679	-2.8572	0.0043
V159A	1	-0.120122	0.050676	-2.3704	0.0178
V160	1	0.011650	0.013122	0.8878	0.3747
V165	1	0.250542	0.054287	4.6151	0.0001
V168	1	0.090357	0.016834	5.3676	0.0001
V169	1	-0.066891	0.045327	-1.4758	0.1401
V172	1	-0.084083	0.012481	-6.7367	0.0001
WHS	1	0.116546	0.054505	2.1383	0.0326
BNH3	1	-0.122782	0.055609	-2.2079	0.0273
OTH	1	-0.0064869	0.088646	-0.0732	0.9417

MODEL: MODEL01		SSE	4795.707		F RATIO	39.03
DEP VAR: V33		DFE	3518		PROB>F	0.0001
		MSE	1.363191		R-SQUARE	0.1427

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.509257	0.182006	13.7866	0.0001
SUPER	1	0.321560	0.055126	5.8332	0.0001
SACTO	1	-0.347364	0.042730	-8.1294	0.0001
V152	1	0.030225	0.026475	1.1416	0.2537
V156W	1	0.083802	0.048035	1.7446	0.0811
V157C	1	0.270480	0.037385	7.2350	0.0001
V158	1	-0.131217	0.023032	-5.6971	0.0001
V159A	1	-0.058723	0.053839	-1.0907	0.2755
V160	1	0.014611	0.013941	1.0481	0.2947
V165	1	0.215432	0.057676	3.7352	0.0002
V168	1	0.132756	0.017885	7.4229	0.0001
V169	1	-0.136042	0.048156	-2.8250	0.0048
V172	1	-0.063568	0.013260	-4.7938	0.0001
WHS	1	0.180009	0.057907	3.1086	0.0019
BNH3	1	-0.202752	0.059081	-3.4318	0.0006
OTH	1	-0.078582	0.094180	-0.8344	0.4041

Table C.5—continued

MODEL: MODEL01		SSE	4987.604	F RATIO	26.79
		DFE	3518	PROB>F	0.0001
DEP VAR: V34		MSE	1.417739	R-SQUARE	0.1025

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.959116	0.185612	15.9425	0.0001
SUPER	1	0.443625	0.056218	7.8911	0.0001
SACTO	1	-0.302669	0.043576	-6.9458	0.0001
V152	1	-0.00876681	0.027000	-0.3247	0.7454
V156W	1	0.278625	0.048987	5.6878	0.0001
V157C	1	0.148728	0.038126	3.9010	0.0001
V158	1	-0.103603	0.023489	-4.4108	0.0001
V159A	1	-0.036422	0.054906	-0.6634	0.5071
V160	1	-0.00971121	0.014217	-0.6831	0.4946
V165	1	0.222677	0.058819	3.7858	0.0002
V168	1	0.034562	0.018239	1.8949	0.0582
V169	1	-0.133517	0.049110	-2.7187	0.0066
V172	1	-0.057022	0.013523	-4.2166	0.0001
WHS	1	0.118473	0.059055	2.0062	0.0449
BNHS	1	-0.036393	0.060251	-0.6040	0.5459
OTH	1	-0.00416991	0.096045	-0.0434	0.9654

MODEL: MODEL01		SSE	4960.977	F RATIO	26.79
		DFE	3518	PROB>F	0.0001
DEP VAR: V35		MSE	1.410170	R-SQUARE	0.1025

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.979505	0.185116	16.0953	0.0001
SUPER	1	0.385788	0.056068	6.8807	0.0001
SACTO	1	-0.534862	0.043460	-12.3071	0.0001
V152	1	-0.044715	0.026928	-1.6606	0.0969
V156W	1	-0.181248	0.048856	-3.7099	0.0002
V157C	1	0.083896	0.038024	2.2064	0.0274
V158	1	0.003048795	0.023426	0.1301	0.8965
V159A	1	-0.166638	0.054759	-3.0431	0.0024
V160	1	0.015590	0.014179	1.0995	0.2716
V165	1	0.094609	0.058662	1.6128	0.1069
V168	1	0.049526	0.018190	2.7227	0.0065
V169	1	-0.074865	0.048979	-1.5285	0.1265
V172	1	-0.047797	0.013487	-3.5439	0.0004
WHS	1	0.022559	0.058897	0.3830	0.7017
BNHS	1	0.032449	0.060090	0.5400	0.5892
OTH	1	-0.064860	0.095789	-0.6771	0.4984

Table C.5--continued

MODEL:	MODEL01		SSE	4250.254	F RATIO	22.29
			DFE	3518	PROB>F	0.0001
DEP VAR: V36			MSE	1.208145	R-SQUARE	0.0868

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	1.876150	0.171344	10.9496	0.0001
SUPER	1	0.205109	0.051896	3.9523	0.0001
SACTO	1	0.663747	0.040226	16.5003	0.0001
V152	1	-0.00569332	0.024924	-0.2284	0.8193
V156W	1	0.050013	0.045221	1.1060	0.2688
V157C	1	0.017453	0.035195	0.4959	0.6200
V158	1	-0.026178	0.021683	-1.2073	0.2274
V159A	1	-0.117328	0.050685	-2.3148	0.0207
V160	1	-0.00260161	0.013124	-0.1982	0.8429
V165	1	0.066023	0.054297	1.2160	0.2241
V168	1	0.072630	0.016837	4.3137	0.0001
V169	1	0.051594	0.045335	1.1381	0.2552
V172	1	-0.024714	0.012484	-1.9797	0.0478
WHS	1	0.125145	0.054515	2.2956	0.0218
BNHS	1	0.183965	0.055620	3.3076	0.0010
OTH	1	0.016059	0.088662	0.1811	0.8563

MODEL:	MODEL01		SSE	4405.555	F RATIO	19.74
			DFE	3518	PROB>F	0.0001
DEP VAR: V37			MSE	1.252290	R-SQUARE	0.0776

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.145822	0.174446	18.0332	0.0001
SUPER	1	0.431670	0.052836	8.1700	0.0001
SACTO	1	-0.220931	0.040955	-5.3945	0.0001
V152	1	-0.035700	0.025376	-1.4069	0.1596
V156W	1	0.134141	0.046040	2.9136	0.0036
V157C	1	0.033077	0.035832	0.9231	0.3560
V158	1	0.030355	0.022076	1.3751	0.1692
V159A	1	-0.155703	0.051603	-3.0173	0.0026
V160	1	-0.018696	0.013362	-1.3992	0.1619
V165	1	-0.079962	0.055280	-1.4465	0.1481
V168	1	0.062131	0.017142	3.6245	0.0003
V169	1	-0.125592	0.046156	-2.7210	0.0065
V172	1	-0.034986	0.012710	-2.7527	0.0059
WHS	1	0.328223	0.055502	5.9137	0.0001
BNHS	1	0.462944	0.056627	8.1754	0.0001
OTH	1	0.278399	0.090267	3.0842	0.0021

Table C.5--continued

MODEL: MODEL01
DEP VAR: V38

	SSE	3895.654	F RATIO	9.97
	DFE	3518	PROB>F	0.0001
	MSE	1.107349	R-SQUARE	0.0408

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.455176	0.164040	21.0630	0.0001
SUPER	1	0.0008604766	0.049684	0.0173	0.9862
SACTO	1	0.300744	0.038512	7.8092	0.0001
V152	1	0.088763	0.023862	3.7198	0.0002
V156W	1	-0.027515	0.043293	-0.6356	0.5251
V157C	1	-0.049705	0.033695	-1.4752	0.1403
V158	1	-0.027367	0.020759	-1.3183	0.1875
V159A	1	0.089091	0.048525	1.8360	0.0664
V160	1	-0.00582216	0.012565	-0.4634	0.6431
V165	1	-0.049616	0.051983	-0.9545	0.3399
V168	1	-0.069022	0.016119	-4.2819	0.0001
V169	1	0.028855	0.043403	0.6648	0.5062
V172	1	0.036755	0.011952	3.0754	0.0021
WHS	1	-0.156552	0.052191	-2.9996	0.0027
BNHS	1	-0.179715	0.053249	-3.3750	0.0007
OTH	1	-0.081648	0.084883	-0.9619	0.3362

MODEL: MODEL01
DEP VAR: V39

	SSE	4233.662	F RATIO	18.57
	DFE	3518	PROB>F	0.0001
	MSE	1.203429	R-SQUARE	0.0734

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.010987	0.171009	17.6072	0.0001
SUPER	1	0.469272	0.051795	9.0602	0.0001
SACTO	1	-0.197466	0.040148	-4.9185	0.0001
V152	1	-0.0085054	0.024876	-0.3419	0.7324
V156W	1	0.179324	0.045132	3.9733	0.0001
V157C	1	0.055847	0.035126	1.5899	0.1119
V158	1	-0.041991	0.021641	-1.9404	0.0524
V159A	1	-0.063590	0.050586	-1.2571	0.2088
V160	1	-0.010052	0.013099	-0.7674	0.4429
V165	1	0.160321	0.054191	2.9584	0.0031
V168	1	0.012081	0.016804	0.7189	0.4722
V169	1	-0.092539	0.045247	-2.0452	0.0409
V172	1	-0.060169	0.012459	-4.8293	0.0001
WHS	1	0.058096	0.054408	1.0678	0.2857
BNHS	1	-0.043573	0.055511	-0.7849	0.4325
OTH	1	-0.096675	0.088489	-1.0925	0.2747

Table C.5--continued

MODEL: MODEL01
DEP VAR: V40

	SSE	3795.907	F RATIO	47.87
	DFE	3518	PROB>F	0.0001
	MSE	1.078996	R-SQUARE	0.1695

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.460744	0.161927	15.1967	0.0001
SUPER	1	0.622858	0.049044	12.6999	0.0001
SACTO	1	-0.362929	0.038015	-9.5469	0.0001
V152	1	-0.067762	0.023555	-2.8768	0.0040
V156W	1	0.057814	0.042736	1.3528	0.1762
V157C	1	0.199704	0.033261	6.0042	0.0001
V158	1	-0.088266	0.020491	-4.3075	0.0001
V159A	1	-0.122246	0.047900	-2.5521	0.0107
V160	1	-0.00645943	0.012403	-0.5208	0.6025
V165	1	0.097531	0.051313	1.9007	0.0574
V168	1	0.100443	0.015912	6.3126	0.0001
V169	1	-0.141676	0.042844	-3.3068	0.0010
V172	1	-0.060009	0.011798	-5.0866	0.0001
WHS	1	0.132006	0.051519	2.5623	0.0104
BNHS	1	-0.026020	0.052563	-0.4950	0.6206
OTH	1	-0.00126385	0.083789	-0.0151	0.9880

MODEL: MODEL01
DEP VAR: V41

	SSE	4230.102	F RATIO	34.02
	DFE	3518	PROB>F	0.0001
	MSE	1.202417	R-SQUARE	0.1267

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.758924	0.170937	21.9901	0.0001
SUPER	1	0.764907	0.051773	14.7742	0.0001
SACTO	1	-0.063888	0.040131	-1.5920	0.1115
V152	1	0.015165	0.024865	0.6099	0.5420
V156W	1	-0.101815	0.045113	-2.2569	0.0241
V157C	1	-0.054467	0.035111	-1.5513	0.1209
V158	1	-0.00102009	0.021632	-0.0472	0.9624
V159A	1	-0.114236	0.050565	-2.2592	0.0239
V160	1	-0.00966588	0.013093	-0.7382	0.4604
V165	1	-0.198343	0.054168	-3.6616	0.0003
V168	1	-0.00975334	0.016797	-0.5807	0.5615
V169	1	-0.391480	0.045228	-8.6558	0.0001
V172	1	0.016170	0.012454	1.2984	0.1942
WHS	1	0.250024	0.054386	4.5973	0.0001
BNHS	1	0.226873	0.055488	4.0887	0.0001
OTH	1	0.153891	0.088452	1.7398	0.0820

Table C.5--continued

MODEL:	MODEL01		SSE	3015.388	F RATIO	18.86
DEP VAR: V42			DFE	3518	PROB>F	0.0001
			MSE	0.857131	R-SQUARE	0.0744

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.701074	0.144322	25.6446	0.0001
SUPER	1	0.258075	0.043712	5.9040	0.0001
SACTO	1	-0.017400	0.033882	-0.5136	0.6076
V152	1	-0.0032071	0.020994	-0.1528	0.8786
V156W	1	0.036817	0.038089	0.9666	0.3338
V157C	1	0.117957	0.029644	3.9791	0.0001
V158	1	-0.059263	0.018263	-3.2449	0.0012
V159A	1	0.079212	0.042692	1.8554	0.0636
V160	1	-0.024106	0.011055	-2.1806	0.0293
V165	1	-0.048389	0.045734	-1.0581	0.2901
V168	1	0.045192	0.014182	3.1866	0.0015
V169	1	-0.111517	0.038106	-2.9204	0.0035
V172	1	0.043270	0.010515	4.1151	0.0001
WHS	1	-0.207600	0.045918	-4.5211	0.0001
BMHS	1	-0.307224	0.046848	-6.5579	0.0001
OTH	1	-0.245634	0.074680	-3.2892	0.0010

MODEL:	MODEL01		SSE	4790.504	F RATIO	11.74
DEP VAR: V43			DFE	3518	PROB>F	0.0001
			MSE	1.361712	R-SQUARE	0.0477

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.897180	0.181908	21.4240	0.0001
SUPER	1	0.311950	0.055096	5.6619	0.0001
SACTO	1	-0.105392	0.042706	-2.4678	0.0136
V152	1	-0.074637	0.026461	-2.8206	0.0048
V156W	1	0.126338	0.048009	2.6316	0.0085
V157C	1	0.0099796798	0.037365	0.2622	0.7932
V158	1	-0.067663	0.023020	-2.9393	0.0033
V159A	1	-0.058666	0.053810	-1.0902	0.2757
V160	1	0.0070067076	0.013934	0.5072	0.6120
V165	1	-0.106782	0.057645	1.8524	0.0641
V168	1	-0.0010322	0.017875	-0.5774	0.5637
V169	1	0.071573	0.048130	1.4871	0.1371
V172	1	-0.035658	0.013253	-2.6905	0.0072
WHS	1	0.063904	0.057876	1.1041	0.2696
BMHS	1	-0.259415	0.059049	-4.3932	0.0001
OTH	1	-0.295276	0.094129	-3.1369	0.0017

Table C.5--continued

MODEL: MODEL01		SSE	2276.217	F RATIO	12.91
DEP VAR: V44		DFE	3518	PROB>F	0.0001
		MSE	0.647020	R-SQUARE	0.0522

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.547093	0.125391	28.2882	0.0001
SUPER	1	0.111576	0.037978	2.9379	0.0033
SACTO	1	-0.091640	0.029438	-3.1130	0.0019
V152	1	-0.023288	0.018240	-1.2768	0.2018
V156W	1	0.104761	0.033093	3.1656	0.0016
V157C	1	0.147486	0.025756	5.7263	0.0001
V158	1	-0.013895	0.015868	-0.8757	0.3813
V159A	1	0.134278	0.037092	3.6201	0.0003
V160	1	-0.00581013	0.009604585	-0.6049	0.5453
V165	1	-0.00400226	0.039735	-0.1007	0.9198
V168	1	0.033220	0.012321	2.6961	0.0070
V169	1	0.021099	0.033177	0.6360	0.5248
V172	1	0.013908	0.009135666	1.5224	0.1280
WHS	1	-0.027952	0.039895	-0.7006	0.4836
BMHS	1	-0.074736	0.040703	-1.8361	0.0664
OTH	1	-0.124061	0.064084	-1.9120	0.0560

MODEL: MODEL01		SSE	3397.57	F RATIO	14.22
DEP VAR: V45		DFE	3518	PROB>F	0.0001
		MSE	0.965767	R-SQUARE	0.0571

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.172755	0.153195	20.7106	0.0001
SUPER	1	-0.071229	0.046400	-1.5351	0.1248
SACTO	1	-0.175580	0.035966	-4.8819	0.0001
V152	1	-0.091029	0.022284	-4.0849	0.0001
V156W	1	0.197680	0.040431	4.8893	0.0001
V157C	1	-0.041586	0.031467	-1.3216	0.1864
V158	1	-0.024671	0.019386	-1.2726	0.2032
V159A	1	-0.087715	0.045317	-1.9356	0.0530
V160	1	0.002860039	0.011734	0.2437	0.8075
V165	1	-0.341319	0.048546	-7.0308	0.0001
V168	1	0.084980	0.015054	5.6452	0.0001
V169	1	0.162566	0.040533	4.0107	0.0001
V172	1	-0.00790744	0.011161	-0.7085	0.4787
WHS	1	-0.00796704	0.048741	-0.1635	0.8702
BMHS	1	0.109496	0.049728	2.2019	0.0277
OTH	1	-0.112142	0.079271	-1.4147	0.1573

Table C.5--continued

MODEL: MODEL01
DEP VAR: V46

		SSE	4112.05	F RATIO	18.43
		DFE	3518	PROB>F	0.0001
		MSE	1.168860	R-SQUARE	0.0728

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.061561	0.168535	18.1658	0.0001
SUPER	1	0.260332	0.051046	5.1000	0.0001
SACTO	1	-0.331748	0.039567	-8.3845	0.0001
V152	1	-0.066902	0.024516	-2.7289	0.0064
V156W	1	0.108979	0.044480	2.4501	0.0143
V157C	1	0.0070097236	0.034618	0.2050	0.8376
V158	1	-0.00151286	0.021328	-0.0709	0.9435
V159A	1	-0.202102	0.049854	-4.0538	0.0001
V160	1	0.009856208	0.012909	0.7635	0.4452
V165	1	0.116473	0.053407	2.1809	0.0293
V168	1	0.063330	0.016561	3.8241	0.0001
V169	1	-0.069407	0.044592	-1.5565	0.1197
V172	1	-0.067732	0.012279	-5.5161	0.0001
WHS	1	0.240348	0.053621	4.4823	0.0001
BNHS	1	0.010132	0.054708	0.1852	0.8531
OTH	1	0.116600	0.087209	1.3370	0.1813

MODEL: MODEL01
DEP VAR: V47

		SSE	5503.29	F RATIO	6.69
		DFE	3518	PROB>F	0.0001
		MSE	1.564324	R-SQUARE	0.0277

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.253142	0.194972	16.6852	0.0001
SUPER	1	0.043122	0.059053	0.7302	0.4653
SACTO	1	-0.099759	0.045773	-2.1794	0.0294
V152	1	-0.101630	0.028361	3.5834	0.0003
V156W	1	-0.235469	0.051457	-4.5761	0.0001
V157C	1	0.0004034413	0.040048	0.0101	0.9920
V158	1	0.019172	0.024673	0.7770	0.4372
V159A	1	-0.029238	0.057675	-0.5070	0.6122
V160	1	-0.026148	0.014934	-1.7509	0.0801
V165	1	-0.129631	0.061785	-2.0981	0.0360
V168	1	0.032216	0.019159	1.6815	0.0927
V169	1	0.079968	0.051587	1.5502	0.1212
V172	1	-0.00414987	0.014205	-0.2921	0.7702
WHS	1	0.018804	0.062032	0.3031	0.7618
BNHS	1	-0.210973	0.063290	-3.3335	0.0009
OTH	1	-0.381098	0.100889	-3.7774	0.0002

Table C.5--continued

MODEL: MODEL01		SSE	4435.579	F RATIO	14.90
DEP VAR: V48		DFE	3518	PROB>F	0.0001
		MSE	1.260824	R-SQUARE	0.0597

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.002117	0.175039	17.1511	0.0001
SUPER	1	0.084432	0.053016	1.5926	0.1113
SACTO	1	-0.251660	0.041094	-6.1240	0.0001
V152	1	-0.013621	0.025462	-0.5350	0.5927
V156W	1	-0.057003	0.046196	-1.2339	0.2173
V157C	1	-0.072388	0.035954	2.0133	0.0442
V158	1	-.0000094872	0.022151	-0.0004	0.9997
V159A	1	-0.130600	0.051778	-2.5223	0.0117
V160	1	-0.00238209	0.013407	-0.1777	0.8590
?65	1	0.053377	0.055468	0.9623	0.3360
?68	1	0.045786	0.017200	2.6620	0.0078
/169	1	-0.1?5984	0.046313	-3.3680	0.0008
/172	1	-0.0?1863	0.012753	-5.5566	0.0001
WHS	1	0.311516	0.055691	5.5937	0.0001
BWHS	1	0.266189	0.056819	4.6848	0.0001
OTH	1	0.073724	0.090575	0.8140	0.4157

MODEL: MODEL01		SSE	3292.332	F RATIO	5.29
DEP VAR: V49		DFE	3518	PROB>F	0.0001
		MSE	0.935853	R-SQUARE	0.0221

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.772804	0.150804	25.0180	0.0001
SUPER	1	0.010148	0.045675	0.2222	0.8242
SACTO	1	-0.066240	0.035404	-1.8710	0.0614
V152	1	0.0003235376	0.021937	0.0147	0.9882
V156W	1	0.062105	0.039800	1.5604	0.1187
V157C	1	0.074840	0.030976	2.4161	0.0157
V158	1	-0.0084856	0.019084	-0.4447	0.6566
V159A	1	-0.027656	0.044609	-0.6200	0.5353
V160	1	0.008549211	0.011551	0.7401	0.4593
V165	1	0.045335	0.047788	0.9487	0.3429
V168	1	-0.010503	0.014819	-0.7088	0.4785
V169	1	-0.031488	0.039901	-0.7892	0.4301
V172	1	0.005591219	0.010987	0.5089	0.6109
WHS	1	-0.208713	0.047980	-4.3500	0.0001
ENHS	1	-0.238354	0.048952	-4.8691	0.0001
OTH	1	-0.273949	0.078034	-3.5106	0.0005

Table C.5--continued

MODEL: MODEL01		SSE	4506.149	F RATIO	22.00
		DFE	3518	PROB>F	0.0001
DEP VAR: V50		MSE	1.280884	R-SQUARE	0.0857

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.032801	0.176426	17.1902	0.0001
SUPER	1	0.407557	0.053436	7.6270	0.0001
SACTO	1	-0.363042	0.041420	-8.7650	0.0001
V152	1	-0.017700	0.025664	-0.6897	0.4904
V156W	1	0.155586	0.046562	3.3415	0.0008
V157C	1	0.007586762	0.036239	0.2094	0.8342
V158	1	-0.066627	0.022326	-2.9843	0.0029
V159A	1	-0.122776	0.052189	-2.3525	0.0187
V160	1	0.030996	0.013514	2.2937	0.0219
V165	1	0.128831	0.055908	2.3043	0.0213
V168	1	0.074472	0.017336	4.2957	0.0001
V169	1	-0.133125	0.046680	-2.8519	0.0044
V172	1	-0.049805	0.012854	-3.8747	0.0001
WHS	1	-0.00762364	0.056132	-0.1358	0.8920
BNHS	1	-0.047426	0.057269	-0.8281	0.4077
OTH	1	0.012261	0.091292	0.1343	0.8932

Table C.5--continued

MODEL: MODEL01		SSE	4475.976	F RATIO	6.02
DEP VAR: VS1		DFE	3516	PROB>F	0.0001
		MSE	1.273031	R-SQUARE	0.0250

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.926449	0.175934	16.6338	0.0001
SUPER	1	-0.242371	0.053287	-4.5484	0.0001
SACTO	1	0.064343	0.041304	1.5578	0.1194
V152	1	0.040922	0.025592	1.5990	0.1099
V154W	1	0.060779	0.046432	1.3090	0.1906
V157C	1	0.053676	0.036138	1.4853	0.1376
V158	1	-0.027814	0.022264	-1.2493	0.2116
V159A	1	-0.010801	0.052043	-0.2075	0.8356
V160	1	-0.016458	0.013476	-1.2213	0.2221
V165	1	-0.082986	0.055752	-1.4885	0.1367
V168	1	-0.060015	0.017288	-3.4715	0.0005
V169	1	-0.205173	0.046550	-4.4076	0.0001
V172	1	0.031551	0.012818	2.4615	0.0139
WHS	1	-0.056514	0.055976	-1.0096	0.3127
BNHS	1	-0.210810	0.057110	-3.6913	0.0002
OTH	1	-0.035608	0.091038	-0.2813	0.7785

MODEL: MODEL01		SSE	3564.41	F RATIO	17.96
DEP VAR: VS2		DFE	3516	PROB>F	0.0001
		MSE	1.013769	R-SQUARE	0.0712

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	4.063677	0.157000	25.8832	0.0001
SUPER	1	-0.322314	0.047552	-6.7781	0.0001
SACTO	1	0.089000	0.036859	2.4146	0.0158
V152	1	0.080814	0.022838	3.5386	0.0004
V154W	1	-0.046833	0.041435	-1.1303	0.2584
V157C	1	-0.067110	0.032249	-2.0810	0.0375
V158	1	0.055519	0.019868	2.7944	0.0052
V159A	1	0.023181	0.046442	0.4991	0.6177
V160	1	-0.00527028	0.012026	-0.4382	0.6612
V165	1	-0.109354	0.049752	-2.1980	0.0280
V168	1	-0.133616	0.015428	-8.6609	0.0001
V169	1	0.029340	0.041540	0.7063	0.4800
V172	1	0.036125	0.011439	3.1582	0.0016
WHS	1	-0.242802	0.049951	-4.8624	0.0001
BNHS	1	0.053761	0.050964	1.0549	0.2915
OTH	1	-0.037612	0.081240	-0.4630	0.6434

Table C.5--continued

MODEL:	MODEL01		SSE	2213.957	F RATIO	15.12
DEP VAR: V53			DFE	3516	PROB>F	0.0001
			MSE	0.629681	R-SQUARE	0.0606

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.820282	0.123735	30.8748	0.0001
SUPER	1	0.240470	0.037477	6.4165	0.0001
SACTO	1	-0.082707	0.029049	-2.8471	0.0044
V152	1	0.015329	0.017999	0.8516	0.3945
V156W	1	0.073956	0.032656	2.2647	0.0236
V157C	1	0.085125	0.025416	3.3493	0.0008
V158	1	-0.075516	0.015658	-4.8227	0.0001
V159A	1	-0.031319	0.036602	-0.8557	0.3922
V160	1	-0.010245	0.009477698	-1.0810	0.2798
V165	1	0.043626	0.039210	1.1126	0.2660
V168	1	0.034803	0.012159	2.8624	0.0042
V169	1	-0.100184	0.032739	-3.0601	0.0022
V172	1	0.007140434	0.009014973	0.7921	0.4284
WHS	1	0.027292	0.039368	0.6933	0.4882
BMHS	1	-0.024393	0.040165	-0.6073	0.5437
OTH	1	-0.142396	0.064027	-2.2240	0.0262

MODEL:	MODEL01		SSE	3731.332	F RATIO	27.62
DEP VAR: V54			DFE	3516	PROB>F	0.0001
			MSE	1.061243	R-SQUARE	0.1054

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.549328	0.160634	22.0957	0.0001
SUPER	1	0.230631	0.048653	4.7403	0.0001
SACTO	1	-0.219596	0.037712	-5.8229	0.0001
V152	1	0.029240	0.023367	1.2514	0.2109
V156W	1	-0.073314	0.042394	-1.7293	0.0838
V157C	1	0.182796	0.032995	5.5401	0.0001
V158	1	-0.102316	0.020328	-5.0333	0.0001
V159A	1	-0.111936	0.047517	-2.3557	0.0185
V160	1	-0.0013753	0.012304	-0.1118	0.9110
V165	1	0.143762	0.050904	2.8242	0.0048
V168	1	0.110366	0.015785	6.9920	0.0001
V169	1	-0.101416	0.042502	-2.3862	0.0171
V172	1	-0.068843	0.011703	-5.8823	0.0001
WHS	1	0.2.9474	0.051108	4.4900	0.0001
BMHS	1	-0.052790	0.052143	-1.0124	0.3114
OTH	1	-0.201123	0.083121	-2.4196	0.0156

Table C.5--continued

MODEL: MODEL01
DEP VAR: V55

	SSE	5014.014	F RATIO	36.53
	DFE	3516	PROB>F	0.0001
	MSE	1.426056	R-SQUARE	0.1348

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.146084	0.186208	11.5252	0.0001
SUPER	1	0.517015	0.056399	9.1671	0.0001
SACTO	1	-0.253965	0.043716	-5.8094	0.0001
V152	1	0.021451	0.027087	0.7920	0.4284
V156W	1	0.296356	0.049144	6.0304	0.0001
V157C	1	0.243899	0.038248	6.3767	0.0001
V158	1	-0.016352	0.023564	-0.6939	0.4878
V159A	1	0.003304789	0.055082	0.0600	0.9522
V160	1	0.032206	0.014263	2.2580	0.0240
V165	1	0.215437	0.059008	3.6510	0.0003
V168	1	0.028448	0.018298	1.5548	0.1201
V169	1	-0.176087	0.049268	-3.5740	0.0004
V172	1	-0.039771	0.013567	-2.9315	0.0034
WHS	1	-0.018303	0.059244	-0.3089	0.7574
BNHS	1	-0.191339	0.060445	-3.1655	0.0016
OTH	1	-0.033151	0.096354	-0.3440	0.7308

MODEL: MODEL01
DEP VAR: V56

	SSE	4071.528	F RATIO	19.03
	DFE	3516	PROB>F	0.0001
	MSE	1.158000	R-SQUARE	0.0751

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.113423	0.167797	18.5546	0.0001
SUPER	1	0.441479	0.050822	8.6867	0.0001
SACTO	1	-0.096927	0.039394	-2.4605	0.0139
V152	1	0.019552	0.024409	0.8010	0.4232
V156W	1	0.015982	0.044285	0.3609	0.7182
V157C	1	0.086000	0.034466	2.4952	0.0126
V158	1	0.000181608	0.021234	0.0085	0.9932
V159A	1	-0.133487	0.049636	-2.6893	0.0072
V160	1	-0.017186	0.012853	-1.3371	0.1813
V165	1	0.025807	0.053174	0.4853	0.6275
V168	1	0.021390	0.016488	1.2973	0.1946
V169	1	-0.255426	0.044397	-5.7532	0.0001
V172	1	-0.017914	0.012225	-1.4654	0.1429
WHS	1	0.272682	0.053387	5.1077	0.0001
BNHS	1	0.058239	0.054469	1.0692	0.2850
OTH	1	-0.059375	0.086827	-0.6838	0.4941

Table C.5--continued

MODEL: MODEL01		SSE	5044.677	F RATIO	14.82
DEP VAR: V57		DFE	3516	PROB>F	0.0001
		MSE	1.434777	R-SQUARE	0.0595

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.664392	0.186777	19.6191	0.0001
SUPER	1	-0.459346	0.056571	-8.1198	0.0001
SACTO	1	0.112360	0.043850	2.5624	0.0104
V152	1	0.015148	0.027169	0.5576	0.5772
V156W	1	-0.015747	0.049294	-0.3195	0.7494
V157C	1	-0.128943	0.038365	-3.3610	0.0008
V158	1	0.056661	0.023636	2.3972	0.0166
V159A	1	0.028697	0.055251	0.5194	0.6035
V160	1	0.015990	0.014307	1.1177	0.2638
V165	1	-0.206468	0.059188	-3.4883	0.0005
V168	1	-0.050865	0.018354	-2.7714	0.0056
V169	1	0.023699	0.049419	0.4796	0.6316
V172	1	0.037557	0.013608	2.7599	0.0058
WHS	1	0.030989	0.059425	0.5215	0.6021
BNHS	1	0.052334	0.060629	0.8632	0.3881
OTH	1	0.092908	0.096648	0.9613	0.3365

MODEL: MODEL01		SSE	4043.176	F RATIO	32.55
DEP VAR: V58		DFE	3516	PROB>F	0.0001
		MSE	1.149936	R-SQUARE	0.1219

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.025206	0.167212	18.0920	0.0001
SUPER	1	0.251074	0.050645	4.9575	0.0001
SACTO	1	-0.252358	0.039256	-6.4285	0.0001
V152	1	-0.025333	0.024323	-1.0415	0.2977
V156W	1	-0.154582	0.044130	-3.5028	0.0005
V157C	1	0.231977	0.034346	6.7541	0.0001
V158	1	-0.110528	0.021160	-5.2234	0.0001
V159A	1	-0.036324	0.049463	-0.7344	0.4628
V160	1	0.002142252	0.012808	0.1673	0.8672
V165	1	0.170974	0.052988	3.2267	0.0013
V168	1	0.132513	0.016431	8.0648	0.0001
V169	1	-0.070543	0.044242	-1.5945	0.1109
V172	1	-0.061143	0.012183	-5.0189	0.0001
WHS	1	0.160881	0.053201	3.0241	0.0025
BNHS	1	-0.203347	0.054279	-3.7464	0.0002
OTH	1	-0.11717	0.086524	-1.4067	0.1596

Table C.5--continued

MODEL: MODEL01	SSE	3045.857	F RATIO	17.35
DEP VAR: V59	DFE	3516	PROB>F	0.0001
	MSE	1.093816	R-SQUARE	0.0689

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	1.974424	0.163081	12.1070	0.0001
SUPER	1	0.257100	0.049394	5.2051	0.0001
SACTO	1	-0.219939	0.038286	-5.7446	0.0001
V152	1	-0.023644	0.023722	-0.9967	0.3190
V156W	1	-0.035452	0.043040	-0.8237	0.4102
V157C	1	0.152510	0.033498	4.5528	0.0001
V158	1	-0.000485437	0.020637	-0.0235	0.9812
V159A	1	-0.054079	0.048241	-1.1210	0.2624
V160	1	0.013072	0.012492	1.0464	0.2954
V165	1	0.043006	0.051679	0.8322	0.4054
V168	1	0.086223	0.016025	5.3805	0.0001
V169	1	-0.062822	0.043149	-1.4559	0.1455
V172	1	-0.051609	0.011882	-4.3436	0.0001
WHS	1	0.144067	0.051886	2.7770	0.0055
BNHS	1	0.043336	0.052930	0.8186	0.4131
OTH	1	0.108728	0.084387	1.2884	0.1977

MODEL: MODEL01	SSE	4712.823	F RATIO	6.94
DEP VAR: V60	DFE	3516	PROB>F	0.0001
	MSE	1.340393	R-SQUARE	0.0288

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.324129	0.180529	12.8740	0.0001
SUPER	1	0.141946	0.054679	2.5960	0.0095
SACTO	1	0.057170	0.042383	1.3489	0.1775
V152	1	0.039112	0.026261	1.4894	0.1365
V156W	1	-0.00647227	0.047645	-0.1358	0.8920
V157C	1	0.085430	0.037082	2.3038	0.0213
V158	1	-0.070826	0.022845	-3.1002	0.0019
V159A	1	-0.100276	0.053402	-1.8777	0.0605
V160	1	-0.024948	0.013828	-1.8042	0.0713
V165	1	0.100070	0.057208	1.7492	0.0803
V168	1	0.044817	0.017740	2.5264	0.0116
V169	1	0.105746	0.047766	2.2139	0.0269
V172	1	-0.048922	0.013153	-3.7195	0.0002
WHS	1	0.337141	0.057437	5.8697	0.0001
BNHS	1	0.086578	0.058601	1.4774	0.1397
OTH	1	-0.027832	0.093415	-0.2979	0.7658

Table C.5--continued

MODEL: MODEL01		SSE	4928.306	F RATIO	18.22
DEP VAR: V61		DFE	3516	PROB>F	0.0001
		MSE	1.401680	R-SQUARE	0.0721

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.299060	0.184610	17.8704	0.0001
SUPER	1	0.442479	0.055915	7.9135	0.0001
SACTO	1	-0.181665	0.043341	-4.1915	0.0001
V152	1	-0.00720182	0.026854	-0.2682	0.7886
V156W	1	0.234606	0.048722	4.8152	0.0001
V157C	1	0.087233	0.037920	2.3005	0.0215
V158	1	-0.087670	0.023362	-3.7527	0.0002
V159A	1	-0.068859	0.054610	-1.2609	0.2074
V160	1	-0.00395842	0.014141	-0.2799	0.7795
V165	1	0.098041	0.058501	1.6759	0.0939
V168	1	0.012865	0.018141	0.7092	0.4782
V169	1	-0.099359	0.048845	-2.0341	0.0420
V172	1	-0.023286	0.013450	-1.7313	0.0835
WHS	1	0.157683	0.058736	2.6846	0.0073
BNHS	1	-0.134190	0.059926	-2.2393	0.0252
OTH	1	-0.135531	0.095527	-1.4188	0.1561

MODEL: MODEL01		SSE	3404.527	F RATIO	27.78
DEP VAR: V62		DFE	3516	PROB>F	0.0001
		MSE	0.968295	R-SQUARE	0.1059

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.553872	0.153439	16.6442	0.0001
SUPER	1	0.363873	0.046473	7.8297	0.0001
SACTO	1	-0.172432	0.036023	-4.7868	0.0001
V152	1	0.030923	0.022320	1.3854	0.1660
V156W	1	-0.020031	0.040495	-0.4947	0.6209
V157C	1	0.129687	0.031517	4.1148	0.0001
V158	1	-0.047279	0.019417	-2.4349	0.0149
V159A	1	-0.091924	0.045389	-2.0253	0.0429
V160	1	-0.00329057	0.011753	-0.2800	0.7795
V165	1	0.198800	0.048623	4.0886	0.0001
V168	1	0.088421	0.015078	5.8644	0.0001
V169	1	-0.014638	0.040598	-0.3606	0.7184
V172	1	0.047930	0.011179	4.2875	0.0001
WHS	1	-0.045537	0.048818	-0.9328	0.3510
BNHS	1	-0.174687	0.049808	-3.5072	0.0005
OTH	1	-0.439064	0.079397	-5.5300	0.0001

Table C.5--continued

MODEL: MODEL01
DEP VAR: V63

	SSE	3435.522	F RATIO	12.16
	DFE	3516	PROB>F	0.0001
	MSE	0.977111	R-SQUARE	0.0493

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.903658	0.154136	18.8383	0.0001
SUPER	1	0.024931	0.046684	0.5340	0.5934
SACTO	1	-0.239869	0.036186	-6.6287	0.0001
V152	1	0.003523585	0.022421	0.1572	0.8751
V156W	1	-0.029671	0.040679	-0.7294	0.4658
V157C	1	-0.072779	0.031660	-2.2988	0.0216
V158	1	-0.00707572	0.019505	-0.3628	0.7168
V159A	1	-0.079706	0.045595	-1.7481	0.0805
V160	1	0.011292	0.011806	-0.9565	0.3389
V165	1	0.061311	0.048844	1.2552	0.2095
V168	1	0.001407938	0.015146	0.0930	0.9259
V169	1	-0.080482	0.040782	-1.9735	0.0485
V172	1	-0.055080	0.011230	-4.9048	0.0001
WHS	1	0.263747	0.049040	5.3782	0.0001
BNHS	1	0.235660	0.050034	4.7100	0.0001
OTH	1	0.016997	0.079758	0.2131	0.8313

MODEL: MODEL01
DEP VAR: V64

	SSE	4029.343	F RATIO	41.21
	DFE	3516	PROB>F	0.0001
	MSE	1.146002	R-SQUARE	0.1495

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.938049	0.166926	17.6009	0.0001
SUPER	1	0.194710	0.050558	3.8512	0.0001
SACTO	1	0.524798	0.039189	13.3914	0.0001
V152	1	0.025186	0.024282	1.0372	0.2997
V156W	1	0.441934	0.044055	10.0314	0.0001
V157C	1	-0.224150	0.034287	-6.5374	0.0001
V158	1	0.001883104	0.021124	0.0891	0.9290
V159A	1	-0.037902	0.049378	-0.7676	0.4428
V160	1	-0.012088	0.012786	-0.9454	0.3445
V165	1	-0.073937	0.052897	-1.3977	0.1623
V168	1	0.003646416	0.016403	0.2223	0.8241
V169	1	0.389914	0.044166	8.8283	0.0001
V172	1	-0.00725788	0.012162	-0.5968	0.5507
WHS	1	-0.078470	0.053109	-1.4775	0.1396
BNHS	1	-0.125006	0.054186	-2.3070	0.0211
OTH	1	-0.105757	0.086376	-1.2244	0.2209

Table C.5--continued

MODEL: MODEL01		SSE	3010.919	F RATIO	10.48
DEP VAR: V65		DFE	3516	PROB>F	0.0001
		MSE	0.856348	R-SQUARE	0.0428

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.824045	0.144297	19.5711	0.0001
SUPER	1	0.181330	0.043704	4.1490	0.0001
SACTO	1	-0.175429	0.033876	-5.1785	0.0001
V152	1	-0.122514	0.020990	-5.8368	0.0001
V156W	1	-0.046483	0.038083	-1.2206	0.2223
V157C	1	0.112407	0.029639	3.7925	0.0002
V158	1	-0.016313	0.018260	-0.8934	0.3717
V159A	1	-0.130229	0.042685	-3.0510	0.0023
V160	1	0.0005889376	0.011053	0.0533	0.9575
V165	1	0.025057	0.045726	0.5480	0.5837
V168	1	0.010023	0.014179	0.7068	0.4797
V169	1	-0.018121	0.038179	-0.4746	0.6351
V172	1	-0.023184	0.010513	-2.2052	0.0275
WHS	1	0.040349	0.045910	0.8789	0.3795
BNHS	1	0.046165	0.046840	0.9856	0.3244
OTH	1	-0.065989	0.074667	-0.8838	0.3769

MODEL: MODEL01		SSE	4037.142	F RATIO	49.92
DEP VAR: V66		DFE	3516	PROB>F	0.0001
		MSE	1.148220	R-SQUARE	0.1756

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.443780	0.167087	14.6258	0.0001
SUPER	1	0.767900	0.050607	15.1737	0.0001
SACTO	1	-0.319124	0.039227	-8.1353	0.0001
V152	1	-0.068781	0.024305	-2.8299	0.0047
V156W	1	0.078869	0.044098	1.7885	0.0738
V157C	1	0.177053	0.034321	5.1588	0.0001
V158	1	-0.046087	0.021144	-2.1796	0.0294
V159A	1	-0.036625	0.049426	-0.7815	0.4346
V160	1	-0.021562	0.012798	-1.6848	0.0921
V165	1	0.214464	0.052949	4.0504	0.0001
V168	1	0.055739	0.016419	3.3948	0.0007
V169	1	-0.022654	0.044209	-0.5124	0.6084
V172	1	-0.031627	0.012174	-2.5980	0.0094
WHS	1	-0.073523	0.053161	-1.3830	0.1667
BNHS	1	-0.312383	0.054238	-5.7595	0.0001
OTH	1	-0.111341	0.086460	-1.2878	0.1979

Table C.5--continued

MODEL: MODEL01
DEP VAR: V67

		SSE	3791.353	F RATIO	27.20
		DFE	3516	PROB>F	0.0001
		MSE	1.078314	R-SQUARE	0.1040

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.698418	0.161921	16.6650	0.0001
SUPER	1	0.687863	0.049043	14.0258	0.0001
SACTO	1	-0.034152	0.038014	-0.8984	0.3690
V152	1	0.006586707	0.023554	0.2796	0.7798
V156W	1	0.00145844	0.042734	0.0341	0.9728
V157C	1	0.067916	0.033259	2.0420	0.0412
V158	1	-0.067824	0.020491	-3.3100	0.0009
V159A	1	-0.094839	0.047898	-1.9800	0.0478
V160	1	-0.00246352	0.012403	-0.1986	0.8426
V165	1	0.255862	0.051311	4.9865	0.0001
V168	1	0.0233712	0.015911	1.4903	0.1362
V169	1	0.008171319	0.042842	0.1907	0.8487
V172	1	-0.044080	0.011797	-3.7365	0.0002
WHS	1	-0.028609	0.051517	-0.5553	0.5787
BNHS	1	-0.030371	0.052561	-0.5778	0.5634
OTH	1	-0.058357	0.083787	-0.6965	0.4862

MODEL: MODEL01
DEP VAR: V68

		SSE	4125.977	F RATIO	4.81
		DFE	3516	PROB>F	0.0001
		MSE	1.173486	R-SQUARE	0.0201

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.363574	0.168916	19.9127	0.0001
SUPER	1	0.258692	0.051161	5.0564	0.0001
SACTO	1	-0.098386	0.039656	-2.4810	0.0131
V152	1	0.022553	0.024571	0.9179	0.3588
V156W	1	0.036901	0.044580	0.8277	0.4079
V157C	1	0.049424	0.034696	1.4245	0.1544
V158	1	-0.00154147	0.021376	-0.0721	0.9425
V159A	1	-0.093811	0.049967	-1.8774	0.0605
V160	1	-0.00996622	0.012938	-0.7703	0.4412
V165	1	-0.029748	0.053528	-0.5557	0.5784
V168	1	0.004728392	0.016598	0.2849	0.7758
V169	1	-0.055366	0.044693	-1.2388	0.2155
V172	1	-0.017637	0.012307	-1.4331	0.1519
WHS	1	-0.058146	0.053742	-1.0819	0.2794
BNHS	1	-0.027812	0.054832	-0.5072	0.6120
OTH	1	-0.0084245	0.087406	-0.1012	0.9194

Table C.5--continued

MODEL:	MODEL01		SSE	4135.09	F RATIO	15.33
DEP VAR:	V69		DFE	3516	PROB>F	0.0001
			MSE	1.176078	R-SQUARE	0.0614

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	4.149357	0.169102	24.5376	0.0001
SUPER	1	-0.112306	0.051218	-2.1927	0.0284
SACTO	1	-0.276884	0.039700	-6.9744	0.0001
V152	1	-0.00279489	0.024598	-0.1136	0.9095
V156W	1	-0.174430	0.044629	-3.9084	0.0001
V157C	1	-0.119149	0.034734	-3.4303	0.0006
V158	1	0.101387	0.021399	4.7379	0.0001
V159A	1	-0.146056	0.050022	-2.9198	0.0035
V160	1	0.035551	0.012953	2.7447	0.0061
V165	1	0.012719	0.053587	0.2373	0.8124
V168	1	-0.039106	0.016617	-2.3534	0.0187
V169	1	-0.202052	0.044742	-4.5338	0.0001
V172	1	0.025195	0.012320	2.0450	0.0409
WHS	1	0.123804	0.053802	2.3011	0.0214
BNHS	1	-0.121055	0.054892	-2.2053	0.0275
OTH	1	0.101996	0.087502	1.1656	0.2438

MODEL:	MODEL01		SSE	4092.33	F RATIO	22.37
DEP VAR:	V70		DFE	3516	PROB>F	0.0001
			MSE	1.163916	R-SQUARE	0.0871

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.753673	0.168226	16.3689	0.0001
SUPER	1	-0.028728	0.050952	-0.5638	0.5729
SACTO	1	-0.331680	0.039494	-8.3982	0.0001
V152	1	0.038740	0.024471	1.5831	0.1135
V156W	1	-0.519412	0.044398	-11.6990	0.0001
V157C	1	0.101120	0.034554	2.9264	0.0035
V158	1	-0.065258	0.021288	-3.0654	0.0022
V159A	1	0.010692	0.049763	0.2149	0.8299
V160	1	-0.041270	0.012886	-3.2028	0.0014
V165	1	0.224736	0.053309	4.2157	0.0001
V168	1	0.081887	0.016531	4.9537	0.0001
V169	1	0.096486	0.044510	2.1677	0.0302
V172	1	-0.025202	0.012256	-2.0562	0.0398
WHS	1	0.025924	0.053523	0.4843	0.6282
BNHS	1	-0.098288	0.054607	-1.7999	0.0720
OTH	1	-0.082184	0.087049	-0.9441	0.3452

Table C.5--continued

MODEL: MODEL01			SSE	4485.447	F RATIO	17.80
DEP VAR: V71			DFE	3516	PROB>F	0.0001
			MSE	1.275725	R-SQUARE	0.0706

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.498689	0.176120	19.8653	0.0001
SUPER	1	0.300275	0.053343	5.6291	0.0001
SACTO	1	-0.394037	0.041348	-9.5298	0.0001
V152	1	-0.028951	0.025619	-1.1301	0.2585
V156W	1	0.163722	0.046482	3.5223	0.0004
V157C	1	0.059156	0.036176	1.6352	0.1021
V158	1	-0.017629	0.022287	-0.7910	0.4290
V159A	1	-0.048705	0.052098	-0.9349	0.3499
V160	1	0.012597	0.013490	0.9338	0.3505
V165	1	-0.058779	0.055811	1.0532	0.2923
V168	1	-0.055789	0.017306	-3.2236	0.0013
V169	1	-0.028247	0.046599	-0.6062	0.5444
V172	1	-0.067783	0.012832	-5.2825	0.0001
WHS	1	0.115594	0.056035	2.0629	0.0392
BNHS	1	-0.029825	0.057170	-0.5217	0.6019
OTH	1	-0.048497	0.091134	-0.5322	0.5947

MODEL: MODEL01			SSE	2119.12	F RATIO	9.81
DEP VAR: V72			DFE	3516	PROB>F	0.0001
			MSE	0.602708	R-SQUARE	0.0402

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.966520	0.121055	32.7661	0.0001
SUPER	1	0.186184	0.036665	5.0780	0.0001
SACTO	1	-0.166364	0.028420	-5.8537	0.0001
V152	1	-0.036500	0.017609	-2.0728	0.0383
V156W	1	-0.037284	0.031949	-1.1670	0.2433
V157C	1	0.033898	0.024865	1.3632	0.1729
V158	1	-0.046124	0.015319	-3.0108	0.0026
V159A	1	0.005226242	0.035810	0.1459	0.8840
V160	1	-0.00785058	0.009272482	-0.8467	0.3972
V165	1	0.029409	0.038361	0.7666	0.4434
V168	1	0.064440	0.011895	5.4172	0.0001
V169	1	0.068600	0.032030	2.1418	0.0323
V172	1	0.0004096696	0.008819776	0.0464	0.9630
WHS	1	0.008469599	0.038515	0.2199	0.8260
BNHS	1	-0.00654587	0.039296	-0.1666	0.8677
OTH	1	-0.079389	0.062640	-1.2674	0.2051

Table C.5—continued

MODEL: MODEL01		SSE	3443.859	F RATIO	13.76
DEP VAR: V73		DFE	3516	PROB>F	0.0001
		MSE	0.979482	R-SQUARE	0.0555

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.575083	0.154323	23.1663	0.0001
SUPER	1	0.370401	0.046741	7.9245	0.0001
SACTO	1	-0.091466	0.036230	-2.5246	0.0116
V152	1	-0.023285	0.022448	1.0373	0.2997
V156W	1	0.008976431	0.040729	0.2204	0.8256
V157C	1	0.016796	0.031699	0.5299	0.5962
V158	1	-0.020891	0.019529	-1.0697	0.2848
V159A	1	-0.047819	0.045650	-1.0475	0.2949
V160	1	-0.021844	0.011821	-1.8479	0.0647
V165	1	0.049919	0.048904	1.0208	0.3074
V168	1	0.017625	0.015164	1.1623	0.2452
V169	1	-0.224715	0.040832	-5.5034	0.0001
V172	1	-0.00121106	0.011244	-0.1077	0.9142
WHS	1	0.164385	0.049100	3.3480	0.0008
BNHS	1	0.022717	0.050094	0.4535	0.6502
OTH	1	-0.057711	0.079855	-0.7227	0.4699

MODEL: MODEL01		SSE	4565.412	F RATIO	33.79
DEP VAR: V74		DFE	3516	PROB>F	0.0001
		MSE	1.298468	R-SQUARE	0.1260

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.960748	0.177683	16.6631	0.0001
SUPER	1	0.555102	0.053817	10.3147	0.0001
SACTO	1	-0.267769	0.041715	-6.4191	0.0001
V152	1	-0.00085829	0.025847	-0.0332	0.9735
V156W	1	0.340583	0.046894	7.2628	0.0001
V157C	1	0.150988	0.036497	4.1370	0.0001
V158	1	-0.096110	0.022485	-4.2744	0.0001
V159A	1	-0.063488	0.052561	-1.2079	0.2272
V160	1	0.017826	0.013610	1.3098	0.1904
V165	1	0.167425	0.056306	2.9735	0.0030
V168	1	0.020606	0.017460	1.1802	0.2380
V169	1	-0.121813	0.047013	-2.5911	0.0096
V172	1	-0.068075	0.012946	-5.2586	0.0001
WHS	1	0.107614	0.056532	1.9036	0.0570
BNHS	1	-0.040633	0.057678	-0.7045	0.4812
OTH	1	-0.00596498	0.091943	-0.0649	0.9483

Table C.5--continued

MODEL: MODEL01
DEP VAR: V75

		SSE	4426.106	F RATIO	16.75
		DFE	3516	PROB>F	0.0001
		MSE	1.258047	R-SQUARE	0.0667

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.545425	0.174951	20.2652	0.0001
SUPER	1	0.360607	0.052989	6.8053	0.0001
SACTO	1	-0.283133	0.041073	-6.8933	0.0001
V152	1	-0.015591	0.025449	-0.6126	0.5402
V156N	1	0.207938	0.046173	4.5034	0.0001
V157C	1	0.042355	0.035936	1.1786	0.2386
V158	1	-0.086822	0.022140	-3.9216	0.0001
V159A	1	-0.094684	0.051753	-1.8334	0.0668
V160	1	-0.00371359	0.013401	-0.2771	0.7817
V165	1	0.134858	0.055441	2.4325	0.0150
V168	1	0.026484	0.017191	1.5405	0.1235
V169	1	-0.085750	0.046290	-1.8525	0.0640
V172	1	-0.044557	0.012746	-3.4956	0.0005
V4N8	1	0.030539	0.055663	0.5486	0.5833
BAN8	1	0.033193	0.056791	0.5845	0.5589
OTH	1	0.013186	0.090529	0.1457	0.8842

Table C.5--continued

MODEL: MODEL01
DEP VAR: V76

	SSE	4116.887	F RATIO	23.64
	DFE	3519	PROB>F	0.0001
	MSE	1.169903	R-SQUARE	0.0915

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.077713	0.168586	18.2560	0.0001
SUPER	1	0.538270	0.051061	10.5417	0.0001
SACTO	1	-0.211672	0.039579	-5.3481	0.0001
V152	1	-0.049490	0.024523	-2.0181	0.0437
V156W	1	0.164075	0.044493	3.6877	0.0002
V157C	1	0.084600	0.034628	2.4431	0.0146
V158	1	-0.027920	0.021334	-1.3087	0.1907
V159A	1	-0.121896	0.049870	-2.4443	0.0146
V160	1	-0.00785387	0.012913	-0.6082	0.5431
V165	1	0.138687	0.053423	2.5960	0.0095
V168	1	0.071591	0.016566	4.3216	0.0001
V169	1	-0.030273	0.044606	-0.6787	0.4974
V172	1	-0.061660	0.012283	-5.0201	0.0001
WHS	1	0.050092	0.053638	0.9339	0.3504
BMHS	1	0.044943	0.054725	0.8213	0.4116
OTH	1	0.004078967	0.087235	0.0468	0.9627

MODEL: MODEL01
DEP VAR: V77

	SSE	3641.406	F RATIO	10.01
	DFE	3519	PROB>F	0.0001
	MSE	1.034784	R-SQUARE	0.0409

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.470165	0.158552	21.8866	0.0001
SUPER	1	0.158919	0.048022	3.3093	0.0009
SACTO	1	-0.251820	0.037223	-6.7651	0.0001
V152	1	0.001479217	0.023064	0.0641	0.9489
V156W	1	0.023525	0.041845	0.5622	0.5740
V157C	1	0.020453	0.032567	0.6280	0.5300
V158	1	-0.043903	0.020064	-2.1881	0.0287
V159A	1	-0.015554	0.046901	-0.3316	0.7402
V160	1	0.016858	0.012145	1.3881	0.1652
V165	1	0.128449	0.050244	2.5565	0.0106
V168	1	0.042470	0.015580	2.7259	0.0064
V169	1	-0.081835	0.041951	-1.9507	0.0512
V172	1	-0.028335	0.011552	-2.4529	0.0142
WHS	1	-0.015924	0.050445	-0.3157	0.7523
BMHS	1	-0.104244	0.051467	-2.0254	0.0429
OTH	1	-0.076134	0.082043	-0.9280	0.3535

Table C.5--continued

MODEL: MODEL01
DEP VAR: V78

	SSE	3082.177	F RATIO	8.29
	DFE	3519	PROB>F	0.0001
	MSE	1.103205	R-SQUARE	0.0341

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.231309	0.163710	19.7380	0.0001
SUPER	1	0.206239	0.049584	4.1594	0.0001
SACTO	1	-0.221535	0.038434	-5.7640	0.0001
V152	1	-0.023588	0.023814	-0.9905	0.3220
V156W	1	0.006474093	0.043206	0.1498	0.8809
V157C	1	-0.017864	0.033627	-0.5312	0.5953
V158	1	-0.0 4426	0.020717	-2.1444	0.0321
V159A	1	-0.066883	0.040427	-1.7941	0.0729
V160	1	-0.00238776	0.012540	-0.1904	0.8490
V165	1	0.007091086	0.051878	0.1367	0.8913
V168	1	0.065930	0.016087	4.0984	0.0001
V169	1	0.006944017	0.043315	0.1603	0.8726
V172	1	-0.018350	0.011927	-1.5385	0.1240
WHS	1	0.171852	0.052086	3.2994	0.0010
BNHS	1	0.157867	0.053142	2.9707	0.0030
OTH	1	-0.039342	0.084712	-0.4644	0.6424

MODEL: MODEL01
DEP VAR: V79

	SSE	3205.724	F RATIO	13.63
	DFE	3519	PROB>F	0.0001
	MSE	0.910976	R-SQUARE	0.0549

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.092169	0.148765	14.0636	0.0001
SUPER	1	0.314586	0.045058	6.9818	0.0001
SACTO	1	0.167124	0.034925	4.7852	0.0001
V152	1	-0.027458	0.021640	-1.2689	0.2046
V156W	1	0.053347	0.039262	1.3587	0.1743
V157C	1	0.141277	0.030557	4.6234	0.0001
V158	1	-0.083154	0.018826	-4.4170	0.0001
V159A	1	-0.089117	0.044006	-2.0251	0.0429
V160	1	0.001994278	0.011395	0.1750	0.8611
V165	1	0.022684	0.047142	0.4812	0.6304
V168	1	0.033317	0.014618	2.2792	0.0227
V169	1	-0.00199283	0.039361	-0.0506	0.9596
V172	1	-0.033276	0.010839	-3.0701	0.0022
WHS	1	0.250946	0.047331	5.3019	0.0001
BNHS	1	0.019314	0.048290	0.4000	0.6892
OTH	1	-0.081111	0.076979	-1.0537	0.2921

Table C.5--continued

MODEL: MODEL01
DEP VAR: V80

	SSE	1807.473	F RATIO	15.25
	DFE	3519	PROB>F	0.0001
	MSE	0.513632	R-SQUARE	0.0610

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.844903	0.111705	34.4201	0.0001
SUPER	1	0.186368	0.033833	5.5084	0.0001
SACTO	1	-0.064251	0.026225	-2.4500	0.0143
V152	1	-0.013134	0.016249	-0.8083	0.4190
V156W	1	0.042261	0.029481	1.4335	0.1518
V157C	1	0.084285	0.022945	3.6734	0.0002
V158	1	-0.057102	0.014136	-4.0451	0.0001
V159A	1	0.099171	0.033044	3.0012	0.0027
V160	1	-0.013630	0.00855627	-1.5930	0.1112
V165	1	-0.011390	0.010977	-0.3210	0.7476
V168	1	0.036589	0.010977	3.3334	0.0009
V169	1	0.035838	0.029556	1.2126	0.2254
V172	1	0.020241	0.008138532	2.4870	0.0129
WHS	1	-0.024439	0.035540	-0.6876	0.4917
BNHS	1	-0.182394	0.036260	-5.0302	0.0001
OTH	1	-0.175885	0.057802	-3.0429	0.0024

MODEL: MODEL01
DEP VAR: V81

	SSE	4488.293	F RATIO	35.32
	DFE	3519	PROB>F	0.0001
	MSE	1.275446	R-SQUARE	0.1309

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.160847	0.176026	12.2757	0.0001
SUPER	1	0.188974	0.053315	3.5445	0.0004
SACTO	1	-0.242462	0.041326	-5.8671	0.0001
V15.	1	0.018930	0.025606	0.7393	0.4598
V156.	1	-0.497624	0.046457	-10.7180	0.0001
V157C	1	0.401705	0.036157	11.1101	0.0001
V158	1	-0.107747	0.022276	-4.8370	0.0001
V159A	1	0.008377891	0.052070	0.1609	0.8722
V160	1	-0.025842	0.013483	-1.9166	0.0554
V165	1	0.163550	0.055781	2.9320	0.0034
V168	1	0.081409	0.017297	4.7065	0.0001
V169	1	0.159136	0.046574	3.4168	0.0006
V172	1	-0.057277	0.012825	-4.4661	0.0001
WHS	1	-0.011342	0.056005	-0.2025	0.8395
BNHS	1	-0.320252	0.057140	-5.6047	0.0001
OTH	1	-0.059670	0.091085	-0.6551	0.5124

Table C.5--continued

MODEL: MODEL01

DEP VAR: V82

	SSE	2954.519		F RATIO	11.47
	DFE	3519		PROB>F	0.0001
	MSE	0.839590		R-SQUARE	0.0466

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.067448	0.142817	14.4762	0.0001
SUPER	1	0.218456	0.043256	5.0503	0.0001
SACTO	1	-0.023555	0.033529	-0.7025	0.4824
V152	1	-0.040958	0.020775	-1.9715	0.0487
V156W	1	0.111576	0.037692	2.9602	0.0031
V157C	1	0.106990	0.029335	3.6471	0.0003
V158	1	-0.055433	0.018073	-3.0672	0.0022
V159A	1	-0.063455	0.042247	-1.5020	0.1332
V160	1	-0.010343	0.010939	-0.9454	0.3445
V165	1	0.082890	0.045258	1.8315	0.0671
V168	1	0.23720	0.014034	1.6902	0.0911
V169	1	-0.079337	0.037788	-2.0995	0.0358
V172	1	-0.016868	0.010405	-1.6211	0.1051
WHS	1	0.245183	0.045439	5.3959	0.0001
BNHS	1	-0.010449	0.046360	-0.2254	0.8217
OTH	1	0.136424	0.073901	1.8460	0.0650

MODEL: MODEL01

DEP VAR: V83

	SSE	4654.741		F RATIO	22.64
	DFE	3519		PROB>F	0.0001
	MSE	1.322745		R-SQUARE	0.0880

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.319332	0.179261	12.9383	0.0001
SUPER	1	0.257134	0.054294	4.7359	0.0001
SACTO	1	0.037336	0.042085	0.8872	0.3750
V152	1	0.104270	0.026076	3.9987	0.0001
V156W	1	-0.193101	0.047310	-4.0816	0.0001
V157C	1	0.092390	0.036821	2.5092	0.0121
V158	1	-0.010509	0.022685	-0.4633	0.6432
V159A	1	0.060785	0.053027	1.1463	0.2518
V160	1	-0.00475639	0.013731	-0.3464	0.7291
V165	1	0.030011	0.056806	0.5283	0.5973
V168	1	0.143916	0.017615	8.1701	0.0001
V169	1	-0.086817	0.047430	-1.8304	0.0673
V172	1	-0.016152	0.013060	-1.2367	0.2163
WHS	1	-0.080430	0.057034	-1.4102	0.1586
BNHS	1	-0.347982	0.058190	-5.9802	0.0001
OTH	1	-0.291990	0.092759	-3.1478	0.0017

Table C.5--continued

MODEL: MODEL01
DEP VAR: V84

		SSE	4768.518	F RATIO	20.37
		DFE	3519	PROB>F	0.0001
		MSE	1.355078	R-SQUARE	0.0799

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.919690	0.181438	21.6034	0.0001
SUPER	1	-0.508985	0.054954	-9.2620	0.0001
SACTO	1	-0.190079	0.042596	-4.4623	0.0001
V152	1	-0.026908	0.026393	-1.0195	0.3080
V156W	1	-0.125701	0.047885	-2.6251	0.0087
V157C	1	-0.082711	0.037268	-2.2193	0.0265
V158	1	-0.029056	0.022960	-1.2655	0.2058
V159A	1	0.167479	0.053671	3.1205	0.0018
V160	1	0.002292792	0.013898	0.1650	0.8690
V165	1	-0.192237	0.057496	-3.3435	0.0008
V168	1	-0.043341	0.017829	-2.4309	0.0151
V169	1	0.047752	0.048006	0.9947	0.3200
V172	1	0.057396	0.013219	4.3419	0.0001
WHS	1	-0.214231	0.057727	-3.7111	0.0002
BNHS	1	-0.241996	0.058896	-4.1088	0.0001
OTH	1	-0.018565	0.093886	-0.1977	0.8433

MODEL: MODEL01
DEP VAR: V85

		SSE	5444.341	F RATIO	23.95
		DFE	3519	PROB>F	0.0001
		MSE	1.547127	R-SQUARE	0.0926

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.689984	0.193870	13.8752	0.0001
SUPER	1	-0.178969	0.058719	-3.0479	0.0023
SACTO	1	0.393165	0.045515	8.6382	0.0001
V152	1	-0.018121	0.028201	-0.6426	0.5205
V156W	1	0.158927	0.051166	3.1061	0.0019
V157C	1	-0.174347	0.039822	-4.3782	0.0001
V158	1	0.128827	0.024534	5.2510	0.0001
V159A	1	0.057337	0.057349	0.9998	0.3175
V160	1	0.0014753	0.014850	0.0993	0.9209
V165	1	-0.147231	0.061436	-2.3965	0.0166
V168	1	-0.136851	0.019050	-7.1836	0.0001
V169	1	0.032067	0.051295	0.6251	0.5319
V172	1	0.078768	0.014125	5.5766	0.0001
WHS	1	-0.068374	0.061682	-1.1085	0.2677
BNHS	1	0.035874	0.062932	0.5700	0.5687
OTH	1	0.273052	0.100318	2.7219	0.0065

Table C.5--continued

MODEL: MODEL01
DEP VAR: V86

		SSE	4638.322	F RATIO	52.75
		DFE	3519	PROB>F	0.0001
		MSE	1.318080	R-SQUARE	0.1836

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.687536	0.178944	15.0189	0.0001
SUPER	1	0.483538	0.054198	8.9216	0.0001
SACTO	1	-0.370426	0.042011	-8.8174	0.0001
V152	1	0.078035	0.026030	2.9979	0.0027
V156W	1	0.233399	0.047227	4.9421	0.0001
V157C	1	0.333038	0.036756	9.0608	0.0001
V158	1	-0.119170	0.022645	-5.2626	0.0001
V159A	1	-0.045665	0.052934	-0.8627	0.3884
V160	1	-0.00281915	0.013707	-0.2057	0.8371
V165	1	0.055162	0.056706	0.9728	0.3307
V168	1	0.113515	0.017584	6.4556	0.0001
V169	1	-0.169134	0.047346	-3.5723	0.0004
V172	1	-0.058834	0.013037	-4.5127	0.0001
WHS	1	0.126841	0.056933	2.2279	0.0260
BNHS	1	-0.122281	0.058007	-2.1051	0.0354
OTH	1	-0.105949	0.092595	-1.1442	0.2526

MODEL: MODEL01
DEP VAR: V87

		SSE	3796.353	F RATIO	11.48
		DFE	3519	PROB>F	0.0001
		MSE	1.078816	R-SQUARE	0.0466

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.724851	0.161890	16.8315	0.0001
SUPER	1	-0.107249	0.049033	-2.1873	0.0288
SACTO	1	-0.045304	0.038007	-1.1920	0.2333
V152	1	-0.016196	0.023549	-0.6877	0.4917
V156W	1	-0.278456	0.042726	-6.5173	0.0001
V157C	1	0.241778	0.033253	7.2708	0.0001
V158	1	-0.091188	0.020487	-4.4511	0.0001
V159A	1	-0.00853822	0.047889	-0.1783	0.8585
V160	1	-0.010483	0.012400	-0.8454	0.3979
V165	1	0.097316	0.051302	1.8969	0.0579
V168	1	0.070554	0.015908	4.4351	0.0001
V169	1	0.025697	0.042834	0.5999	0.5486
V172	1	-0.048804	0.011795	-4.1377	0.0001
WHS	1	-0.101285	0.051507	-1.9664	0.0493
BNHS	1	-0.073984	0.052551	-1.4079	0.1593
OTH	1	0.061027	0.083770	0.7285	0.4664

Table C.5—continued

MODEL: MODEL01
DEP VAR: V88

	SSE	4315.793	F RATIO	32.44
	DFE	3519	PROB>F	0.0001
	MSE	1.226426	R-SQUARE	0.1215

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.992666	0.172611	17.3377	0.0001
SUPER	1	0.483866	0.052280	9.2553	0.0001
SACTO	1	-0.431394	0.040524	-10.6455	0.0001
V152	1	-0.028462	0.025109	-1.1336	0.2571
V156W	1	0.097523	0.0455555	2.1408	0.0324
V157C	1	0.143900	0.035455	4.0587	0.0001
V158	1	-0.052580	0.021843	-2.4071	0.0161
V159A	1	-0.075774	0.051060	-1.4840	0.1379
V160	1	-0.013845	0.013221	-1.0471	0.2951
V165	1	0.114589	0.054699	2.0949	0.0363
V168	1	0.062503	0.016961	3.6850	0.0002
V169	1	-0.091250	0.045670	-1.9980	0.0458
V172	1	-0.080275	0.012576	-6.3832	0.0001
WHS	1	0.127302	0.054918	2.3180	0.0205
BNHS	1	0.159551	0.056031	2.8476	0.0044
OTH	1	0.073005	0.089318	0.8174	0.4138

MODEL: MODEL01
DEP VAR: V89

	SSE	3880.477	F RATIO	15.52
	DFE	3519	PROB>F	0.0001
	MSE	1.102722	R-SQUARE	0.0621

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.856676	0.163674	23.5632	0.0001
SUPER	1	0.146820	0.049573	2.9617	0.0031
SACTO	1	-0.269952	0.038426	-7.0253	0.0001
V152	1	0.033591	0.023809	1.4109	0.1584
V156W	1	-0.096815	0.043197	-2.2413	0.0251
V157C	1	-0.081060	0.033619	-2.4111	0.0160
V158	1	0.015952	0.020712	0.7702	0.4413
V159A	1	-0.180670	0.048417	-3.7316	0.0002
V160	1	-0.039593	0.012537	-3.1581	0.0016
V165	1	0.106104	0.051867	2.0457	0.0409
V168	1	0.009643784	0.016083	0.5996	0.5488
V169	1	-0.057208	0.043306	-1.3210	0.1866
V172	1	-0.055370	0.011925	-4.6432	0.0001
WHS	1	0.258856	0.052075	4.9709	0.0001
BNHS	1	0.092095	0.053130	1.7334	0.0831
OTH	1	0.089201	0.084694	1.0532	0.2923

Table C.5--continued

MODEL: MODEL01		SSE	3816.97	F RATIO	23.98
DEP VAR: V90		DFE	3519	PROB>F	0.0001
		MSE	1.084675	R-SQUARE	0.0927

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.434122	0.162329	21.1553	0.0001
SUPER	1	-0.309243	0.049166	6.2898	0.0001
SACTO	1	-0.224754	0.038110	-5.8975	0.0001
V152	1	-0.025932	0.023613	1.0982	0.2722
V156W	1	0.023701	0.042842	0.5532	0.5801
V157C	1	0.182467	0.033343	5.4724	0.0001
V158	1	-0.074998	0.020542	-3.6509	0.0003
V159A	1	-0.021470	0.048019	-0.4471	0.6548
V160	1	0.002589875	0.012434	0.2083	0.8350
V165	1	-0.035076	0.051441	-0.6819	0.4954
V168	1	-0.104380	0.015951	6.5437	0.0001
V169	1	-0.080230	0.042950	-1.8680	0.0618
V172	1	-0.040347	0.011827	-3.4115	0.0007
WHS	1	0.179983	0.051647	3.4849	0.0005
BNHS	1	-0.037478	0.052693	-0.7112	0.4770
OTH	1	-0.109776	0.083998	-1.3069	0.1913

MODEL: MODEL01		SSE	4663.575	F RATIO	31.34
DEP VAR: V91		DFE	3519	PROB>F	0.0001
		MSE	1.325256	R-SQUARE	0.1178

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.060929	0.179431	17.0591	0.0001
SUPER	1	0.382224	0.054346	7.0332	0.0001
SACTO	1	-0.338759	0.042125	-8.0418	0.0001
V152	1	0.025053	0.026101	0.9599	0.3372
V156W	1	0.131654	0.047355	2.7801	0.0055
V157C	1	0.245676	0.036856	6.6658	0.0001
V158	1	-0.109571	0.022706	-4.8255	0.0001
V159A	1	-0.133691	0.053078	-2.5188	0.0118
V160	1	-0.00477784	0.013744	-0.3476	0.7281
V165	1	0.164088	0.056860	2.8858	0.0039
V168	1	0.047968	0.017632	2.7206	0.0065
V169	1	-0.073854	0.047475	-1.5556	0.1199
V172	1	-0.084583	0.013073	-6.4701	0.0001
WHS	1	0.284551	0.057088	4.9844	0.0001
BNHS	1	0.065512	0.058245	1.1248	0.2608
OTH	1	0.124451	0.092847	1.3404	0.1802

Table C.5--continued

MODEL: MODEL01		SSE	5200.606	F RATIO	20.58
DEP VAR: V92		DFE	3519	PROB>F	0.0001
		MSE	1.477865	R-SQUARE	0.0806

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.828898	0.189480	14.9298	0.0001
SUPER	1	0.378369	0.057390	6.5930	0.0001
SACTO	1	-0.301998	0.044484	-6.7889	0.0001
V152	1	-.000552469	0.027563	-0.0020	0.9984
V156W	1	0.194064	0.050007	3.8807	0.0001
V157C	1	0.178351	0.038920	4.5825	0.0001
V158	1	-0.039870	0.023978	-1.6628	0.0965
V159A	1	-0.163798	0.056050	-2.9223	0.0035
V160	1	-0.017792	0.014514	-1.2259	0.2203
V165	1	0.127791	0.060045	2.1283	0.0334
V168	1	0.047676	0.018619	2.5606	0.0105
V169	1	-0.127179	0.050134	-2.5368	0.0112
V172	1	-0.069287	0.013805	-5.0190	0.0001
WHS	1	0.155928	0.060285	2.5865	0.0097
BNHS	1	0.074363	0.061507	1.2090	0.2267
OTH	1	0.091570	0.098047	0.9339	0.3504

MODEL: MODEL01		SSE	3006.894	F RATIO	12.58
DEP VAR: V93		DFE	3519	PROB>F	0.0001
		MSE	0.854474	R-SQUARE	0.0509

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.711829	0.144078	18.8220	0.0001
SUPER	1	0.269584	0.043638	6.1777	0.0001
SACTO	1	-0.054784	0.033825	-1.6196	0.1054
V152	1	-0.075894	0.020958	-3.6212	0.0003
V156W	1	0.245436	0.038025	6.4546	0.0001
V157C	1	0.054748	0.029594	1.8500	0.0644
V158	1	-0.011493	0.018233	-0.6303	0.5285
V159A	1	-0.035689	0.042620	-0.8374	0.4024
V160	1	-0.015408	0.011036	-1.3961	0.1628
V165	1	0.011391	0.045657	0.2495	0.8030
V168	1	0.054321	0.014158	3.8369	0.0001
V169	1	0.033363	0.038121	0.8752	0.3815
V172	1	-0.044201	0.010497	-4.2108	0.0001
WHS	1	0.098834	0.045840	2.1561	0.0311
BNHS	1	0.172998	0.046769	3.6990	0.0002
OTH	1	-0.022521	0.074553	-0.30.	0.7626

Table C.5--continued

MODEL: MODEL01
DEP VAR: V94

		SSE	4379.665	F RATIO	33.56
		DFE	3519	PROB>F	0.0001
		MSE	1.244577	R-SQUARE	0.1252

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.499865	0.173883	14.3767	0.0001
SUPER	1	0.702693	0.052666	13.3425	0.0001
SACTO	1	-0.146636	0.040822	-3.5920	0.0003
V152	1	-0.054103	0.025294	-2.1390	0.0325
V156W	1	0.199995	0.045891	4.3580	0.0001
V157C	1	0.125747	0.035716	3.5207	0.0004
V158	1	-0.083227	0.022004	-3.7823	0.0002
V159A	1	-0.041537	0.051437	-0.8075	0.4194
V160	1	0.006881703	0.013319	0.5167	0.6054
V165	1	0.198630	0.055102	3.6048	0.0003
V168	1	0.062892	0.017087	3.6808	0.0002
V169	1	-0.062865	0.046007	-1.3664	0.1719
V172	1	-0.056324	0.012669	-4.4459	0.0001
WHS	1	0.145133	0.055323	2.6234	0.0087
BNHS	1	0.049797	0.056444	0.8822	0.3777
OTH	1	0.010512	0.089976	0.1168	0.9070

MODEL: MODEL01
DEP VAR: V95

		SSE	4011.029	F RATIO	14.65
		DFE	3519	PROB>F	0.0001
		MSE	1.139821	R-SQUARE	0.0588

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.187190	0.166404	19.1533	0.0001
SUPER	1	0.283375	0.050400	5.6225	0.0001
SACTO	1	-0.125848	0.039067	-3.2214	0.0013
V152	1	-0.00792977	0.024206	-0.3276	0.7432
V156W	1	0.030857	0.043917	0.7026	0.4823
V157C	1	0.081467	0.034180	2.3835	0.0172
V158	1	-0.069880	0.021058	-3.3185	0.0009
V159A	1	-0.00411885	0.049224	-0.0837	0.9333
V160	1	-0.029595	0.012746	-2.3219	0.0203
V165	1	0.026540	0.052732	0.5033	0.6148
V168	1	0.068333	0.016352	4.1790	0.0001
V169	1	-0.058792	0.044028	-1.3353	0.1819
V172	1	0.031462	0.012124	2.5951	0.0095
WHS	1	-0.024462	0.052944	-0.4620	0.6441
BNHS	1	-0.267369	0.054016	-4.9498	0.0001
OTH	1	-0.440598	0.086106	-5.1169	0.0001

Table C.5--continued

MODEL: MODEL01
DEP VAR: V96

		SSE	5006.759	F RATIO	19.01
		DFE	3519	PROB>F	0.0001
		MSE	1.422779	R-SQUARE	0.0749

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.066304	0.185915	16.4930	0.0001
SUPER	1	0.378284	0.056310	6.7179	0.0001
SACTO	1	-0.221335	0.043647	-5.0710	0.0001
V152	1	-0.019445	0.027044	-0.7190	0.4722
V156W	1	0.253853	0.049067	5.1736	0.0001
V157C	1	0.072814	0.038188	1.9067	0.0566
V158	1	-0.111996	0.023527	-4.7603	0.0001
V159A	1	-0.037822	0.054996	-0.6877	0.4917
V160	1	0.012761	0.014241	0.8961	0.3702
V165	1	0.239853	0.058915	4.0712	0.0001
V168	1	0.026493	0.018269	1.4502	0.1471
V169	1	-0.171760	0.049191	-3.4917	0.0005
V172	1	-0.044967	0.013545	-3.3197	0.0009
WHS	1	0.095262	0.059151	1.6105	0.1074
BNHS	1	-0.035808	0.060350	-0.5933	0.5530
OTH	1	-0.013449	0.096202	-0.1398	0.8888

MODEL: MODEL01
DEP VAR: V97

		SSE	2024.041	F RATIO	11.37
		DFE	3519	PROB>F	0.0001
		MSE	0.575175	R-SQUARE	0.0462

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.644742	0.118208	30.8333	0.0001
SUPER	1	0.121700	0.035803	3.3992	0.0007
SACTO	1	-0.026524	0.027752	-0.9558	0.3393
V152	1	-0.00409321	0.017195	0.2380	0.8119
V156W	1	-0.057603	0.031197	-1.8464	0.0649
V157C	1	0.070745	0.024280	2.9137	0.0036
V158	1	-0.019696	0.014959	-1.3167	0.1880
V159A	1	0.066249	0.034967	1.8946	0.0582
V160	1	-0.00588179	0.00905437	-0.6496	0.5160
V165	1	-0.061753	0.037459	-1.6485	0.0993
V168	1	0.015226	0.011616	1.3108	0.1900
V169	1	-0.135073	0.031276	-4.3187	0.0001
V172	1	0.056169	0.008612313	6.5220	0.0001
WHS	1	0.068476	0.037609	1.8207	0.0687
BNHS	1	-0.032309	0.038371	-0.8420	0.3998
OTH	1	-0.040805	0.061167	-0.6671	0.5047

Table C.5--continued

MODEL: MODEL01		SSE	2990.69	F RATIO	19.20
DEP VAR: V98		DFE	3519	PROB>F	0.0001
		MSE	0.849869	R-SQUARE	0.0757

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.465124	0.143689	24.1155	0.0001
SUPER	1	-0.388152	0.043520	-8.9189	0.0001
SACTO	1	0.173737	0.033734	5.1502	0.0001
V152	1	0.029787	0.020902	1.4251	0.1542
V156W	1	-0.039450	0.037922	-1.0403	0.2983
V157C	1	-0.094585	0.029514	-3.2047	0.0014
V158	1	0.056197	0.018183	3.0906	0.0020
V159A	1	0.147407	0.042505	3.4680	0.0005
V160	1	0.007740875	0.011006	0.7033	0.4819
V165	1	-0.098193	0.045534	-2.1565	0.0311
V168	1	-0.051250	0.014119	-3.6298	0.0003
V169	1	-0.010478	0.038018	-0.2756	0.7829
V172	1	0.034585	0.010469	3.3036	0.0010
WHS	1	-0.040764	0.045716	-0.8917	0.3726
BNHS	1	0.049653	0.046643	1.0645	0.2872
OTH	1	0.008038443	0.074352	0.1081	0.9139

MODEL: MODEL01		SSE	4383.21	F RATIO	13.35
DEP VAR: V99		DFE	3519	PROB>F	0.0001
		MSE	1.245584	R-SQUARE	0.0538

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.103487	0.173954	17.8409	0.0001
SUPER	1	0.269730	0.052687	5.1195	0.0001
SACTO	1	-0.209599	0.040839	-5.1323	0.0001
V152	1	0.018385	0.025304	0.7266	0.4675
V156W	1	0.202600	0.045910	4.4130	0.0001
V157C	1	0.058485	0.035731	1.6368	0.1018
V158	1	-0.050469	0.022013	-2.2927	0.0219
V159A	1	-0.146427	0.051457	-2.8456	0.0045
V160	1	-0.012889	0.013324	-0.9673	0.3335
V165	1	0.071182	0.055124	1.2913	0.1967
V168	1	0.054138	0.017093	3.1672	0.0016
V169	1	-0.111498	0.046026	-2.4225	0.0155
V172	1	-0.037697	0.012674	-2.9744	0.0030
WHS	1	0.142302	0.055345	2.5712	0.0102
BNHS	1	-0.097415	0.056467	-1.7252	0.0846
OTH	1	-0.059214	0.090013	-0.6578	0.5107

Table C.5--continued

MODEL: MODEL01				
DEP VAR: V100				

		SSE	3942.44	F RATIO	24.55
		DFE	3519	PROB>F	0.0001
		MSE	1.120330	R-SQUARE	0.0947

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.950675	0.164976	17.8855	0.0001
SUPER	1	0.293897	0.049968	5.8817	0.0001
SACTO	1	-0.231377	0.038731	-5.9739	0.0001
V152	1	0.00878462	0.023498	0.3658	0.7145
V156W	1	0.059435	0.043210	1.3651	0.1723
V157C	1	0.151356	0.033887	4.4665	0.0001
V158	1	-0.063827	0.020877	-4.3026	0.0001
V159A	1	-0.063810	0.048802	-1.3075	0.1911
V160	1	0.005006668	0.012637	0.3962	0.6920
V165	1	0.181120	0.052279	3.4645	0.0005
V168	1	0.101635	0.016211	6.2694	0.0001
V169	1	-0.142804	0.043650	-3.2716	0.0011
V172	1	-0.039726	0.012020	-3.3050	0.0010
WHS	1	0.104659	0.052489	1.9939	0.0462
BNHS	1	-0.140171	0.053553	-2.6175	0.0089
OTH	1	-0.091391	0.085367	-1.0706	0.2844

Table C.5--continued

MODEL: MODEL01
DEP VAR: V101

		SSE	3634.866	F RATIO	27.14
		DFE	3516	PROB>F	0.0001
		MSE	1.033807	R-SQUARE	0.1038

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.686767	0.158544	23.2538	0.0001
SUPER	1	-0.433247	0.048020	-9.0223	0.0001
SACTO	1	0.199975	0.037221	5.3726	0.0001
V152	1	0.029964	0.023063	1.2993	0.1939
V156W	1	-0.163080	0.041843	-3.8974	0.0001
V157C	1	-0.202640	0.032566	-6.2225	0.0001
V158	1	0.076884	0.020063	3.8321	0.0001
V159A	1	0.102721	0.046899	2.1903	0.0286
V160	1	-0.00706515	0.012144	-0.6477	0.5172
V165	1	-0.074349	0.050241	-1.4798	0.1390
V168	1	-0.018406	0.015579	-1.1814	0.2375
V169	1	0.115980	0.041949	2.7648	0.0057
V172	1	0.042773	0.011551	3.7030	0.0002
WHS	1	-0.221797	0.050443	-4.3970	0.0001
BNHS	1	-0.050331	0.051465	-0.9780	0.3282
OTH	1	-0.042628	0.082039	-0.5196	0.6034

MODEL: MODEL01
DEP VAR: V102

		SSE	3649.54	F RATIO	33.44
		DFE	3516	PROB>F	0.0001
		MSE	1.037981	R-SQUARE	0.1249

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.323503	0.158864	14.6257	0.0001
SUPER	1	0.496339	0.048117	10.3153	0.0001
SACTO	1	-0.141188	0.037296	-3.7856	0.0002
V152	1	-0.058182	0.023109	-2.5177	0.0119
V156W	1	-0.028478	0.041927	-0.6792	0.4970
V157C	1	0.219547	0.032631	6.7281	0.0001
V158	1	-0.097955	0.020104	-4.8725	0.0001
V159A	1	-0.179736	0.046994	-3.8247	0.0001
V160	1	0.013015	0.012169	1.0695	0.2849
V165	1	0.105664	0.050343	2.0989	0.0359
V168	1	0.056948	0.015611	3.6480	0.0003
V169	1	-0.101373	0.042033	-2.4117	0.0159
V172	1	-0.062969	0.011574	-5.4403	0.0001
WHS	1	0.191478	0.050544	3.7883	0.0001
SNHS	1	-0.185926	0.051569	-3.6054	0.0003
OTH	1	-0.00396445	0.082205	-0.0482	0.9615

Table C.5--continued

MODEL: MODEL01 DEP VAR: V103			SSE DFE MSE	3559.944 3516 1.012498	F RATIO PROB>F R-SQUARE	24.49 0.0001 0.0946
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|	
INTERCEPT	1	2.336117	0.156902	14.8890	0.0001	
SUPER	1	0.242256	0.047522	5.0977	0.0001	
SACTO	1	-0.028781	0.036836	-0.7813	0.4347	
V152	1	0.091941	0.022824	4.0283	0.0001	
V156W	1	0.118091	0.041409	2.8518	0.0044	
V157C	1	0.126496	0.032228	3.9250	0.0001	
V158	1	-0.043219	0.019855	-2.1767	0.0296	
V159A	1	-0.227609	0.046413	-4.9040	0.0001	
V160	1	-0.016319	0.012018	-1.3578	0.1746	
V165	1	0.136501	0.049721	2.7453	0.0061	
V168	1	0.019488	0.015418	1.2640	0.2063	
V169	1	0.106440	0.041514	2.5639	0.0104	
V172	1	-0.00412521	0.011431	-0.3609	0.7182	
WHS	1	-0.021802	0.049920	-0.4367	0.6623	
BNHS	1	-0.411602	0.050932	-8.0815	0.0001	
OTH	1	-0.155467	0.081189	-1.9149	0.0556	

MODEL: MODEL01 DEP VAR: V104			SSE DFE MSE	6116.938 3516 1.739744	F RATIO PROB>F R-SQUARE	7.88 0.0001 0.0325
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|	
INTERCEPT	1	2.684591	0.205671	13.0528	0.0001	
SUPER	1	0.105449	0.062294	1.6928	0.0906	
SACTO	1	-0.132255	0.048285	-2.7390	0.0062	
V152	1	0.062217	0.029918	2.0796	0.0376	
V156W	1	-0.134826	0.054281	-2.4839	0.0130	
V157C	1	-0.041494	0.042246	-0.9822	0.3261	
V158	1	0.110587	0.026027	4.2489	0.0001	
V159A	1	0.115795	0.060840	-1.9033	0.0571	
V160	1	-0.016083	0.015754	-0.0209	0.3074	
V165	1	-0.183031	0.065175	-2.8083	0.0050	
V168	1	0.015220	0.020210	0.7531	0.4514	
V169	1	0.109189	0.054418	2.0065	0.0449	
V172	1	0.035007	0.014985	2.3362	0.0195	
WHS	1	-0.333552	0.065437	-5.0973	0.0001	
BNHS	1	-0.087019	0.066763	-1.3034	0.1925	
OTH	1	0.012479	0.106425	0.1173	0.9067	

Table C.5—continued

MODEL: MODEL01
DEP VAR: V105

		SSE	5099.177	F RATIO	33.47
		DFE	3516	PROB>F	0.0001
		MSE	1.450278	R-SQUARE	0.1249

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.889034	0.187783	20.7102	0.0001
SUPER	1	-0.245471	0.056876	-4.3159	0.0001
SACTO	1	0.120511	0.044086	2.7336	0.0063
V152	1	-0.137141	0.027316	-5.0206	0.0001
V156W	1	-0.246472	0.049560	-4.9733	0.0001
V157C	1	-0.224381	0.038572	-5.8173	0.0001
V158	1	0.113822	0.023763	4.7898	0.0001
V159A	1	0.055923	0.055548	1.0068	0.3141
V160	1	0.022026	0.014384	1.5313	0.1258
V165	1	-0.186280	0.059507	-3.1304	0.0018
V168	1	-0.206406	0.018452	-11.1902	0.0001
V169	1	-0.099176	0.049605	-1.9961	0.0460
V172	1	0.076390	0.013681	5.5835	0.0001
WHS	1	-0.00805092	0.059745	-0.1348	0.8928
BMHS	1	0.223713	0.060956	3.6701	0.0002
OTH	1	0.151903	0.097169	1.5633	0.1181

MODEL: MODEL01
DEP VAR: V106

		SSE	5322.384	F RATIO	19.64
		DFE	3516	PROB>F	0.0001
		MSE	1.513761	R-SQUARE	0.0773

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.605325	0.191849	18.7925	0.0001
SUPER	1	0.337493	0.058107	5.8081	0.0001
SACTO	1	-0.124898	0.045040	-2.7730	0.0056
V152	1	-0.027790	0.027907	-0.9958	0.3194
V156W	1	0.115324	0.050633	2.2777	0.0228
V157C	1	0.139164	0.039407	3.5315	0.0004
V158	1	-0.153191	0.024278	-6.3099	0.0001
V159A	1	-0.149735	0.056751	-2.6385	0.0084
V160	1	0.029142	0.014695	1.9831	0.0474
V165	1	0.177938	0.060795	2.9268	0.0034
V168	1	-0.015290	0.018852	-0.8110	0.4174
V169	1	-0.179129	0.050761	-3.5289	0.0004
V172	1	-0.055200	0.013978	-3.9491	0.0001
WHS	1	0.375311	0.061039	6.??	0.0001
BMHS	1	-0.029898	0.062276	-0.??	0.6312
OTH	1	-0.094001	0.099273	-0.??	0.3438

Table C.5--continued

MODEL:	MODEL01		SSE	2926.653	F RATIO	9.50
DEP VAR:	V107		DFE	3516	PROB>F	0.0001
			MSE	0.832301	R-SQUARE	0.0389
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|	
INTERCEPT	1	2.858931	0.142263	20.0961	0.0001	
SUPER	1	-0.015457	0.043089	-0.3587	0.7198	
SACTO	1	-0.237731	0.033399	-7.1179	0.0001	
V152	1	-0.031714	0.020694	-1.5325	0.1255	
V156W	1	-0.164508	0.037546	-4.3815	0.0001	
V157C	1	0.020156	0.029222	0.6898	0.4904	
V158	1	-0.021496	0.018003	-1.1940	0.2326	
V159A	1	-0.136005	0.042083	-3.2318	0.0012	
V160	1	-0.012174	0.010897	1.1172	0.2640	
V165	1	-0.051617	0.045082	-1.1450	0.2523	
V168	1	0.053105	0.013979	3.7988	0.0001	
V169	1	0.054221	0.037641	1.4405	0.1498	
V172	1	-0.035291	0.010365	-3.4048	0.0007	
WHS	1	0.019465	0.045263	0.4300	0.6672	
BNHS	1	0.178968	0.046180	3.8754	0.0001	
OTH	1	0.009159784	0.073614	0.1244	0.9010	

MODEL:	MODEL01		SSE	3297.257	F RATIO	7.40
DEP VAR:	V108		DFE	3516	PROB>F	0.0001
			MSE	0.937787	R-SQUARE	0.0306
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|	
INTERCEPT	1	2.667504	0.151002	17.6653	0.0001	
SUPER	1	0.070455	0.045735	1.5405	0.1235	
SACTO	1	-0.158652	0.035451	-4.4753	0.0001	
V152	1	-0.055231	0.021965	-2.5144	0.0120	
V156W	1	0.092301	0.039852	2.3181	0.0205	
V157C	1	0.033338	0.031017	1.0748	0.2825	
V158	1	-0.042585	0.019109	-2.2285	0.0259	
V159A	1	-0.061033	0.044668	-1.3664	0.1719	
V160	1	0.013337	0.011566	1.1531	0.2489	
V165	1	0.039881	0.047851	0.8334	0.4047	
V168	1	0.062468	0.014838	4.2099	0.0001	
V169	1	0.039463	0.039953	0.9877	0.3233	
V172	1	-0.043733	0.011002	-3.9752	0.0001	
WHS	1	0.150699	0.048043	3.1367	0.0017	
BNHS	1	0.067823	0.049017	1.3837	0.1665	
OTH	1	0.020408	0.078136	0.2612	0.7940	

Table C.5--continued

MODEL: MODEL01

DEP VAR: V109

		SSE	3500.086	F RATIO	11.18
		DFE	3516	PROB>F	0.0001
		MSE	0.995474	R-SQUARE	0.0455

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.391633	0.155577	15.3726	0.0001
SUPER	1	0.169950	0.047121	3.6067	0.0003
SACTO	1	-0.144085	0.036525	-3.9448	0.0001
V152	1	-0.071639	0.022631	-3.1655	0.0016
V156W	1	0.105872	0.041060	2.5785	0.0100
V157C	1	0.125956	0.031956	3.9415	0.0001
V158	1	-0.087343	0.019688	-4.4364	0.0001
V159A	1	-0.024692	0.046021	-0.5365	0.5916
V160	1	0.011191	0.011917	0.9391	0.3477
V165	1	0.045404	0.049301	0.9210	0.3571
V168	1	0.048442	0.015288	3.1687	0.0015
V169	1	0.056119	0.041164	1.3633	0.1729
V172	1	-0.042183	0.011335	-3.7215	0.0002
WHS	1	-0.038984	0.049499	-0.7876	0.4310
BNHS	1	-0.026082	0.050502	-0.5164	0.6056
OTH	1	-0.058058	0.080504	-0.7212	0.4708

MODEL: MODEL01

DEP VAR: V110

		SSE	3240.664	F RATIO	8.47
		DFE	3516	PROB>F	0.0001
		MSE	0.921691	R-SQUARE	0.0349

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.784265	0.149701	18.5989	0.0001
SUPER	1	0.138318	0.045341	3.0506	0.0023
SACTO	1	-0.163675	0.035145	-4.6571	0.0001
V152	1	-0.058171	0.021776	-2.6713	0.0076
V156W	1	0.137658	0.039509	3.4842	0.0005
V157C	1	0.010920	0.030749	0.3551	0.7225
V158	1	-0.021614	0.018944	-1.1409	0.2540
V159A	1	-0.117405	0.044283	-2.6512	0.0081
V160	1	-0.013283	0.011467	-1.1584	0.2468
V165	1	-0.048868	0.047439	-1.0301	0.3030
V168	1	0.062439	0.014710	4.2446	0.0001
V169	1	0.121024	0.039609	3.0555	0.0023
V172	1	-0.025218	0.010907	-2.3122	0.0208
WHS	1	-0.0036073	0.047629	-0.0757	0.9396
BNHS	1	0.048203	0.048594	0.9919	0.3213
OTH	1	-0.132362	0.077463	-1.7087	0.0876

Table C.5--continued

MODEL: MODEL01
DEP VAR: RSN1

		SSE	644.689699	F RATIO	5.59
		DFE	3455	PROB>F	0.0001
		MSE	0.186596	R-SQUARE	0.0237

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	0.303703	0.067946	4.4709	0.0001
SUPER	1	0.004295264	0.020580	0.2087	0.8347
SACTO	1	0.0054922	0.015952	0.3541	0.7233
V152	1	-0.028563	0.0098803775	-2.8899	0.0039
V156W	1	0.032741	0.017932	1.8258	0.0680
V157C	1	0.030995	0.013957	2.2208	0.0264
V158	1	-0.0097116	0.008598402	-1.1295	0.2588
V159A	1	-0.002829	0.020099	-0.1408	0.8881
V160	1	0.0005975193	0.005204489	0.1148	0.9086
V165	1	-0.030318	0.021532	-1.4081	0.1592
V168	1	0.00308726	0.006676707	0.4506	0.6523
V169	1	-0.052062	0.017978	-2.8959	0.0038
V172	1	0.020644	0.004950393	4.1702	0.0001
WHS	1	-0.016627	0.021618	-0.7691	0.4419
BNHS	1	-0.056527	0.022056	-2.5629	0.0104
OTH	1	-0.033501	0.035159	-0.9528	0.3407

MODEL: MODEL01
DEP VAR: RSN2

		SSE	608.555143	F RATIO	2.47
		DFE	3455	PROB>F	0.0014
		MSE	0.176138	R-SQUARE	0.0106

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	0.962782	0.066015	14.5843	0.0001
SUPER	1	0.017376	0.019995	0.8690	0.3849
SACTO	1	-0.027975	0.015498	-1.8051	0.0712
V152	1	0.010502	0.009602791	1.0937	0.2742
V156W	1	0.032519	0.017423	1.8665	0.0621
V157C	1	-0.039151	0.013560	-2.8873	0.0039
V158	1	0.006671074	0.008353959	0.7986	0.4246
V159A	1	0.004643831	0.019528	0.2378	0.8120
V160	1	0.002681605	0.005056532	0.5303	0.5959
V165	1	0.004697203	0.020920	0.2245	0.8224
V168	1	-0.010545	0.006486896	-1.6256	0.1041
V169	1	-0.048564	0.017467	-2.7804	0.0055
V172	1	-0.014442	0.004809659	-3.0027	0.0027
WHS	1	-0.026546	0.021003	-1.2639	0.2064
BNHS	1	-0.00629304	0.021429	-0.2937	0.7690
OTH	1	-0.050607	0.034160	-1.4815	0.1386

Table C.5--continued

MODEL: MODEL01		SSE	494.401517	F RATIO	15.20
DEP VAR: RSN3		DFE	3455	PROB>F	0.0001
		MSE	0.143097	R-SQUARE	0.0619
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	0.493726	0.059502	8.2976	0.0001
SUPER	1	-0.018797	0.018022	-1.0430	0.2970
SACTO	1	-0.013074	0.013969	-0.9359	0.3494
V152	1	-0.010036	0.008655405	-1.1595	0.2463
V156W	1	-0.057839	0.015704	-3.6831	0.0002
V157C	1	0.001944603	0.012222	0.1509	0.8800
V158	1	-0.016021	0.00752978	-2.1277	0.0334
V159A	1	-0.095795	0.017601	-5.4425	0.0001
V160	1	0.005721657	0.004557668	1.2554	0.2094
V165	1	0.037267	0.018056	1.9764	0.0482
V168	1	0.012302	0.005846916	2.1040	0.0355
V169	1	-0.078170	0.015743	-4.9657	0.0001
V172	1	-0.027402	0.004335151	-6.3208	0.0001
WHS	1	0.054743	0.018931	2.8917	0.0039
BNHS	1	0.064510	0.019315	3.3403	0.0008
OTH	1	0.042820	0.030789	1.3907	0.1644

MODEL: MODEL01		SSE	458.025216	F RATIO	4.14
DEP VAR: RSN4		DFE	3455	PROB>F	0.0001
		MSE	0.132569	R-SQUARE	0.0177
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	-0.00992953	0.057271	-0.1734	0.8624
SUPER	1	-0.081786	0.017346	-4.7149	0.0001
SACTO	1	-0.00261302	0.013446	-0.1943	0.8459
V152	1	0.014613	0.008330905	1.7540	0.0795
V156W	1	-0.00522259	0.015115	-0.3455	0.7297
V157C	1	0.017286	0.011764	1.4694	0.1418
V158	1	0.014536	0.007247481	2.0057	0.0450
V159A	1	0.001000312	0.016941	0.0590	0.9529
V160	1	0.004523644	0.004306796	1.0312	0.3025
V165	1	-0.021610	0.018149	-1.1907	0.2339
V168	1	0.003696094	0.00562771	0.6568	0.5114
V169	1	0.050774	0.015153	3.3507	0.0008
V172	1	0.00156129	0.004172622	0.3742	0.7083
WHS	1	-0.00827599	0.018221	-0.4542	0.6497
BNHS	1	0.004123789	0.018591	0.2218	0.8245
OTH	1	0.015218	0.029635	0.5135	0.6076

Table C.5--continued

MODEL: MODELO1		SSE	802.199301	F RATIO	5.62
DEP VAR: RSN5		DFE	3455	PROB>F	0.0001
		MSE	0.232185	R-SQUARE	0.0238

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	0.166728	0.075794	2.1998	0.0279
SUPER	1	0.035902	0.022956	1.5639	0.1179
SACTO	1	0.068867	0.017794	3.8702	0.0001
V152	1	-0.00781055	0.011025	-0.7084	0.4787
V156W	1	0.019486	0.020003	0.9741	0.3301
V157C	1	-0.018707	0.015568	-1.2067	0.2276
V158	1	0.000792223	0.009591434	0.0826	0.9342
V159A	1	0.047180	0.022421	2.1043	0.0354
V160	1	-0.00372744	0.005805557	-0.6420	0.5209
V165	1	0.061377	0.024018	2.5554	0.0106
V168	1	-0.00753831	0.007447802	-1.0122	0.3115
V169	1	0.038902	0.020054	1.9399	0.0525
V172	1	0.016336	0.005522115	2.9582	0.0031
WHS	1	-0.044247	0.024115	-1.8349	0.0666
BNHS	1	-0.104831	0.024603	-4.2608	0.0001
OTH	1	-0.065665	0.039220	-1.6743	0.0942

MODEL: MODELO1		SSE	226.070464	F RATIO	4.29
DEP VAR: RSN6		DFE	3455	PROB>F	0.0001
		MSE	0.065433	R-SQUARE	0.0183

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	-0.037356	0.040236	-0.9284	0.3533
SUPER	1	0.016512	0.012187	1.3549	0.1755
SACTO	1	-0.00884645	0.009446156	-0.9365	0.3491
V152	1	0.001962947	0.005852877	0.3354	0.7374
V156W	1	0.017861	0.010619	1.6820	0.0927
V157C	1	0.026728	0.008264641	3.2340	0.0012
V158	1	-0.00303316	0.005091718	-0.5957	0.5514
V159A	1	0.016859	0.011902	1.4165	0.1567
V160	1	-0.00478179	0.003081944	-1.5515	0.1209
V165	1	0.001829947	0.012750	0.1435	0.8859
V168	1	0.0007820996	0.003953747	0.1978	0.8432
V169	1	-0.00173257	0.010646	-0.1627	0.8707
V172	1	0.007038181	0.002931475	2.4009	0.0164
WHS	1	0.027384	0.012801	2.1391	0.0325
BNHS	1	-0.016344	0.013061	-1.2514	0.2109
OTH	1	0.00433244	0.020820	0.2081	0.8352

Table C.5--continued

MODEL: MODEL01
DEP VAR: RSN7

	SSE	517.381350	F RATIO	7.90
	DFE	3455	PROB>F	0.0001
	MSE	0.149749	R-SQUARE	0.0332

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	0.203311	0.060869	3.3401	0.0008
SUPER	1	0.002544989	0.018436	0.1380	0.8902
SACTO	1	0.025734	0.014290	1.8008	0.0718
V152	1	0.021787	0.008854272	2.4607	0.0139
V156W	1	-0.079265	0.016065	-4.9342	0.0001
V157C	1	0.001480428	0.012503	0.1184	0.9058
V158	1	0.020009	0.007702785	2.5976	0.0094
V159A	1	0.0017617	0.018006	0.0978	0.9221
V160	1	-0.00829765	0.004662385	-1.7797	0.0752
V165	1	-0.045389	0.019289	-2.3531	0.0187
V168	1	0.001557409	0.005981256	0.2604	0.7946
V169	1	0.042435	0.016105	2.6349	0.0085
V172	1	-0.012950	0.004434756	-2.9201	0.0035
WHS	1	-0.00109301	0.019366	-0.0564	0.9550
BNHS	1	0.045960	0.019759	2.3261	0.0201
OTH	1	0.073386	0.031497	2.3299	0.0199

MODEL: MODEL01
DEP VAR: RSN8

	SSE	152.919903	F RATIO	2.29
	DFE	3455	PROB>F	0.0033
	MSE	0.044260	R-SQUARE	0.0098

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	-0.00695263	0.033092	-0.2101	0.8336
SUPER	1	0.024579	0.010023	2.4523	0.0142
SACTO	1	0.005519856	0.007769001	0.7105	0.4774
V152	1	0.002410431	0.004813705	0.5007	0.6166
V156W	1	0.005043259	0.008733614	0.5775	0.5637
V157C	1	-0.00364534	0.006797264	-0.5363	0.5918
V158	1	-0.000128472	0.004187689	-0.0307	0.9755
V159A	1	-0.00279292	0.009788975	-0.2853	0.7754
V160	1	-0.00276955	0.002534748	-1.0926	0.2746
V165	1	0.002571951	0.010487	0.2453	0.8063
V168	1	-0.00506159	0.003251764	-1.5566	0.1197
V169	1	0.025786	0.008755706	2.9450	0.0033
V172	1	0.004698971	0.002410995	1.9490	0.0514
WHS	1	0.005075976	0.010529	0.4821	0.6298
BNHS	1	-0.00326182	0.010742	-0.3037	0.7614
OTH	1	0.020820	0.017124	1.2159	0.2241

Table C.5--continued

MODEL: MODEL01		SSE	786.348631	F RATIO	9.69
DEP VAR: RSN9		DFE	3455	PROB>F	0.0001
		MSE	0.227597	R-SQUARE	0.0404

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	0.519915	0.075041	6.9284	0.0001
SUPER	1	-0.0645272	0.022728	-0.2839	0.7765
SACTO	1	-0.039291	0.017617	-2.2303	0.0258
V152	1	0.00807774	0.010916	0.7336	0.4632
V156W	1	0.054219	0.019805	2.7377	0.0062
V157C	1	-0.039437	0.015414	-2.5586	0.0106
V158	1	-0.00760726	0.009496202	-0.8011	0.4231
V159A	1	0.039754	0.022198	1.7909	0.0734
V160	1	-0.00675371	0.005747915	-1.1750	0.2401
V165	1	0.003675455	0.023780	0.1546	0.8772
V168	1	-0.032360	0.0073773854	-4.3858	0.0001
V169	1	0.096803	0.019855	4.8756	0.0001
V172	1	0.018296	0.005467287	3.3465	0.0008
WHS	1	0.020111	0.023875	0.8423	0.3997
BNHS	1	0.019877	0.024359	0.8160	0.4146
OTH	1	-0.082401	0.038830	-2.1221	0.0339

MODEL: MODEL01		SSE	139.921242	F RATIO	1.40
DEP VAR: RSN10		DFE	3455	PROB>F	0.1350
		MSE	0.040498	R-SQUARE	0.0061

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	0.00338286	0.031654	0.1023	0.9185
SUPER	1	-0.00716804	0.009587435	-0.7476	0.4547
SACTO	1	-0.010558	0.007431475	-1.4207	0.1555
V152	1	0.001703331	0.004604573	0.3699	0.7115
V156W	1	0.013024	0.00835418	1.5590	0.1191
V157C	1	-0.000909147	0.006501955	-0.1398	0.8888
V158	1	-0.0005720069	0.004005753	-0.0143	0.9886
V159A	1	0.019799	0.009363691	2.1144	0.0345
V160	1	-0.00320239	0.002424625	-1.3208	0.1867
V165	1	0.013275	0.010031	1.3234	0.1858
V168	1	-0.00106327	0.003311049	-0.3418	0.7325
V169	1	0.0002774785	0.008375312	0.0331	0.9736
V172	1	0.001674345	0.002306249	0.7260	0.4679
WHS	1	-0.00743319	0.010071	-0.7381	0.4605
BNHS	1	-0.00953648	0.010275	-0.9281	0.3534
OTH	1	0.021449	0.016380	1.3095	0.1905

Table C.5--continued

MODEL: MODEL01 SSE 146.401457 F RATIO 4.07
DEP VAR: RSN11 DFE 3455 PROB>F 0.0001
MSE 0.042374 R-SQUARE 0.0174

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	0.040367	0.032379	1.2467	0.2126
SUPER	1	-0.014294	0.009806935	-1.4575	0.1451
SACTO	1	-0.00568425	0.007601615	-0.7478	0.4547
V152	1	-0.013139	0.004709992	-2.7897	0.0053
V156W	1	0.002426254	0.008545446	0.2839	0.7765
V157C	1	0.022533	0.006650814	3.3880	0.0007
V158	1	-0.00306896	0.004097464	-0.7490	0.4539
V159A	1	-0.003204853	0.009578069	-0.3346	0.7379
V160	1	0.0007478959	0.002480136	0.3016	0.7630
V165	1	0.010851	0.010261	1.0575	0.2903
V168	1	0.002208254	0.003181703	0.6940	0.4877
V169	1	-0.023779	0.008567061	-2.7756	0.0055
V172	1	0.003783239	0.002359049	1.6037	0.1089
WHS	1	-0.025713	0.010302	-2.4959	0.0126
BNHS	1	-0.028259	0.010511	-2.6886	0.0072
OTH	1	-0.0056193	0.016755	-0.3354	0.7374

MODEL: MODEL01 SSE 451.203309 F RATIO 4.55
DEP VAR: RSN12 DFE 3455 PROB>F 0.0001
MSE 0.130594 R-SQUARE 0.0194

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	0.205469	0.056843	3.6147	0.0003
SUPER	1	0.019835	0.017217	1.1521	0.2494
SACTO	1	0.024839	0.013345	1.8613	0.0628
V152	1	0.0004327722	0.008268631	0.0523	0.9583
V156W	1	-0.00891585	0.015002	-0.5943	0.5523
V157C	1	0.022830	0.011676	1.9553	0.0506
V158	1	-0.014893	0.007193306	-2.0704	0.0385
V159A	1	-0.024333	0.016815	-1.4471	0.1480
V160	1	0.009235485	0.004354005	2.1211	0.0340
V165	1	0.001539114	0.018013	0.0854	0.9319
V168	1	-0.017709	0.005585642	-3.1705	0.0015
V169	1	-0.046866	0.015040	-3.1161	0.0018
V172	1	-0.012499	0.004141431	-3.0180	0.0026
WHS	1	0.014299	0.018085	0.7907	0.4292
BNHS	1	-0.016629	0.018452	-0.9012	0.3675
OTH	1	0.026945	0.029414	0.9161	0.3597

Table C.5--continued

MODEL: MODEL01		SSE	6576.383	F RATIO	13.86
DEP VAR: V114		DFE	3516	PROB>F	0.0001
		MSE	1.870416	R-SQUARE	0.0558

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.610550	0.213256	12.2415	0.0001
SUPER	1	0.403695	0.064591	6.2501	0.0001
SACTO	1	0.0004827872	0.050066	0.0096	0.9923
V152	1	0.004777937	0.031021	0.1540	0.8776
V156W	1	0.022659	0.056282	0.4026	0.6873
V157C	1	0.101348	0.043804	2.3137	0.0207
V158	1	-0.077138	0.026987	-2.8583	0.0043
V159A	1	-0.115527	0.063083	-1.8313	0.0671
V160	1	0.016998	0.016335	1.0406	0.2981
V165	1	0.037107	0.067579	0.5491	0.5830
V168	1	0.093660	0.020955	4.4695	0.0001
V169	1	0.147399	0.056425	2.6123	0.0090
V172	1	-0.061013	0.015537	-3.9269	0.0001
WHS	1	0.597260	0.067850	8.8027	0.0001
BNHS	1	0.280225	0.069225	4.0480	0.0001
OTH	1	0.269125	0.110350	2.4388	0.0148

MODEL: MODEL01		SSE	6073.76	F RATIO	24.25
DEP VAR: V115		DFE	3516	PROB>F	0.0001
		MSE	1.727463	R-SQUARE	0.0938

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.581762	0.204944	12.5974	0.0001
SUPER	1	0.595218	0.062073	9.5889	0.0001
SACTO	1	-0.099647	0.048115	-2.0710	0.0384
V152	1	-0.010902	0.029812	-0.3657	0.7146
V156W	1	-0.100266	0.054089	-1.8537	0.0639
V157C	1	0.007604489	0.042097	0.1806	0.8567
V158	1	-0.051860	0.025935	-1.9996	0.0456
V159A	1	-0.128739	0.060625	-2.1235	0.0338
V160	1	0.005157157	0.015698	0.3285	0.7425
V165	1	0.108034	0.064945	1.6635	0.0963
V168	1	0.145175	0.020139	7.2088	0.0001
V169	1	-0.020691	0.054225	-0.3816	0.7028
V172	1	-0.056669	0.014932	-3.7952	0.0001
WHS	1	0.612009	0.065205	9.3859	0.0001
BNHS	1	0.334614	0.066527	5.0298	0.0001
OTH	1	0.284266	0.106049	2.6805	0.0074

Table C.5—continued

MODEL: MODEL01		SSE	5788.39	F RATIO	18.27
		DFE	3516	PROB>F	0.0001
DEP VAR: V116		MSE	1.646300	R-SQUARE	0.0723

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.472109	0.200072	12.3561	0.0001
SUPER	1	0.507409	0.060598	8.3734	0.0001
SACTO	1	-0.027203	0.046971	-0.5791	0.5625
V152	1	0.005147111	0.029103	0.1769	0.8596
V156W	1	0.051406	0.052803	0.9735	0.3303
V157C	1	0.101097	0.041096	2.4600	0.0139
V158	1	-0.055195	0.025318	-2.1800	0.0293
V159A	1	-0.060803	0.059183	-1.0274	0.3043
V160	1	0.011109	0.015325	0.7249	0.4686
V165	1	0.117234	0.063401	1.8491	0.0645
V168	1	0.085494	0.019660	4.3486	0.0001
V169	1	0.054229	0.052936	1.0244	0.3057
V172	1	-0.049762	0.014577	-3.4138	0.0006
WHS	1	0.576858	0.063655	9.0622	0.0001
BNHS	1	0.134076	0.064945	2.0768	0.0379
OTH	1	0.061689	0.103528	0.5959	0.5513

MODEL: MODEL01		SSE	6429.02	F RATIO	8.42
		DFE	3516	PROB>F	0.0001
DEP VAR: V117		MSE	1.828504	R-SQUARE	0.0347

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.028298	0.210853	14.3621	0.0001
SUPER	1	0.073563	0.063863	1.1519	0.2494
SACTO	1	-0.016929	0.049502	-0.3420	0.7324
V152	1	-0.00302711	0.030672	-0.0987	0.9214
V156W	1	-0.186171	0.055648	-3.3455	0.0008
V157C	1	-0.220728	0.043310	-5.0965	0.0001
V158	1	-0.00169467	0.026683	-0.0635	0.9494
V159A	1	-0.096152	0.062372	-1.5416	0.1233
V160	1	0.025908	0.016151	1.6042	0.1088
V165	1	0.056303	0.066817	0.8426	0.3995
V168	1	0.067770	0.020719	3.2709	0.0011
V169	1	-0.085356	0.055789	-1.5300	0.1261
V172	1	-0.00135905	0.015362	-0.0885	0.9295
WHS	1	0.376468	0.067085	5.6118	0.0001
BNHS	1	0.151459	0.068445	2.2129	0.0270
OTH	1	0.157391	0.109106	1.4425	0.1492

MODEL: MODEL01

DEP VAR: V118

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	3	4.3043			0.0001
SUPER		.32021			0.0001
SACTO		-0.027234			0.1055
V152		0.024134			0.0428
V156W		0.0462			0.1250
V157C		0.025105			0.0850
V158		0.01472			0.7494
V159A		0.0020001			0.1621
V160		0.02966			0.1500
V165		0.0077377	0.02172		0.0001
V168		0.020207	0.00704		0.0031
V169		0.020000	0.010971		0.1039
V172		0.030056	0.0052300		0.0001
WHS		0.044122	0.022812		0.1903
BNHS		-0.029803	0.023274		0.1347
OTH		0.060224	0.037101		0.1046

MODEL: MODEL01

DEP VAR: V119

	SSE	1658.047	F RATIO	5.43
	DFE	.3514	PROB>F	0.0001
	MSE	0.471569	R-SQUARE	0.0226

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	4.173226	0.107079	38.9734	0.0001
SUPER	1	0.123823	0.032432	3.8179	0.0001
SACTO	1	-0.071314	0.025139	-2.8368	0.0046
V152	1	0.024172	0.015576	1.5519	0.1208
V156W	1	0.047260	0.028260	1.6723	0.0945
V157C	1	0.006358016	0.021995	0.2891	0.7725
V158	1	-0.044077	0.013550	-3.2528	0.0012
V159A	1	-0.022296	0.031675	-0.7039	0.4815
V160	1	-0.00902551	0.008201917	-1.1004	0.2712
V165	1	-0.037728	0.033932	-1.1119	0.2663
V168	1	0.035007	0.010522	3.3270	0.0009
V169	1	0.033972	0.028332	1.1991	0.2306
V172	1	-0.014965	0.007801479	-1.9183	0.0552
WHS	1	0.061537	0.034068	1.8063	0.0710
BNHS	1	0.079148	0.034759	2.2771	0.0228
OTH	1	0.017430	0.055408	0.3146	0.7531

Table C.5--continued

MODEL: MODEL01
DEP VAR: V120

		SSE	2793.013	F RATIO	11.64
		DFE	3516	PROB>F	0.0001
		MSE	0.794372	R-SQUARE	0.0473

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.424057	0.138977	24.6376	0.0001
SUPER	1	0.158199	0.042093	3.7583	0.0002
SACTO	1	-0.096133	0.032628	-2.9464	0.0032
V152	1	0.008504083	0.020216	0.4207	0.6740
V156W	1	0.122230	0.036679	3.3324	0.0009
V157C	1	0.084510	0.028547	2.9604	0.0031
V158	1	-0.060979	0.017587	-3.4672	0.0005
V159A	1	-0.030702	0.041111	0.7468	0.4552
V160	1	-0.011626	0.010645	-1.0922	0.2748
V165	1	-0.041877	0.044041	-0.9509	0.3417
V168	1	0.029581	0.013656	2.1661	0.0304
V169	1	0.131551	0.036771	3.5775	0.0004
V172	1	0.034512	0.010125	3.4084	0.0007
WHS	1	0.153444	0.044217	3.4702	0.0005
BNHS	1	0.010936	0.045113	0.2424	0.8085
OTH	1	-0.132092	0.071914	-1.8368	0.0663

MODEL: MODEL01
DEP VAR: V121

		SSE	2642.791	F RATIO	10.90
		DFE	3516	PROB>F	0.0001
		MSE	0.751647	R-SQUARE	0.0444

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.617959	0.135188	26.7624	0.0001
SUPER	1	0.136098	0.040946	3.3239	0.0009
SACTO	1	-0.035307	0.031738	-1.1124	0.2660
V152	1	-0.027366	0.019665	-1.3916	0.1641
V156W	1	0.121228	0.035679	3.3978	0.0007
V157C	1	0.106321	0.027768	3.8289	0.0001
V158	1	-0.037296	0.017108	-2.1801	0.0293
V159A	1	0.048989	0.039990	1.2250	0.2206
V160	1	-0.00716735	0.010355	-0.6922	0.4889
V165	1	-0.027741	0.042840	-0.6476	0.5173
V168	1	0.002424304	0.013284	0.1825	0.8552
V169	1	0.149996	0.035769	4.1935	0.0001
V172	1	0.038389	0.009849433	3.8976	0.0001
WHS	1	0.072858	0.043012	1.6939	0.0904
BNHS	1	-0.00506892	0.043883	-0.1155	0.9080
OTH	1	-0.103143	0.069953	-1.4744	0.1405

Table C.5--continued

MODEL: MODEL01
DEP VAR: V122

		SSE	2720.976	F RATIO	9.62
		DFE	3516	PROB>F	0.0001
		MSE	0.773884	R-SQUARE	0.0394

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.677081	0.137173	26.8061	0.0001
SUPER	1	0.091474	0.041547	2.2017	0.0278
SACTO	1	-0.075506	0.032204	-2.3446	0.0191
V152	1	-0.038937	0.019954	-1.9513	0.0511
V156W	1	0.011046	0.036203	0.3051	0.7603
V157C	1	0.036087	0.028176	1.2808	0.2004
V158	1	-0.058603	0.017359	-3.3760	0.0007
V159A	1	-0.047090	0.040577	1.1605	0.2459
V160	1	0.002452829	0.010507	0.2334	0.8154
V165	1	-0.00451527	0.043469	-0.1039	0.9173
V168	1	-0.00282679	0.013479	-0.2097	0.8339
V169	1	0.227675	0.036294	6.2731	0.0001
V172	1	0.032981	0.009994065	3.3001	0.0010
WHS	1	0.253659	0.043643	5.8121	0.0001
BNHS	1	0.109819	0.044528	2.4663	0.0137
OTH	1	-0.027483	0.070981	-0.3872	0.6986

MODEL: MODEL01
DEP VAR: V123

		SSE	2476.85	F RATIO	11.74
		DFE	3516	PROB>F	0.0001
		MSE	0.704451	R-SQUARE	0.0477

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.647728	0.130875	27.8719	0.0001
SUPER	1	0.147729	0.039639	3.7268	0.0002
SACTO	1	-0.021105	0.030725	-0.6869	0.4922
V152	1	-0.033310	0.019038	-1.7497	0.0803
V156W	1	0.092025	0.034540	2.6643	0.0078
V157C	1	0.085756	0.026882	3.1900	0.0014
V158	1	-0.036983	0.016562	-2.2330	0.0256
V159A	1	0.082216	0.038714	2.1237	0.0338
V160	1	-0.00108861	0.010025	-0.1086	0.9135
V165	1	0.00876409	0.041473	0.2113	0.8327
V168	1	-0.00374456	0.012860	-0.2912	0.7709
V169	1	0.215393	0.034628	6.2202	0.0001
V172	1	0.031187	0.009535197	3.2707	0.0011
WHS	1	0.079496	0.041639	1.9092	0.0563
BNHS	1	-0.040897	0.042483	-0.9627	0.3358
OTH	1	-0.011759	0.067722	-0.1736	0.8622

Table C.5--continued

MODEL: MODEL01
DEP VAR: V124

		SSE	2065.847	F RATIO	7.47
		DFE	3516	PROB>F	0.0001
		MSE	0.815087	R-SQUARE	0.0309

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	4.040728	0.140777	28.7029	0.0001
SUPER	1	0.00791473	0.042639	0.1856	0.8528
SACTO	1	-0.060959	0.033050	-1.8444	0.0652
V152	1	-0.040985	0.020478	-2.0014	0.0454
V156W	1	-0.120582	0.037154	-3.2455	0.0012
V157C	1	0.006232973	0.028916	0.2156	0.8293
V158	1	0.021066	0.017815	1.2274	0.2198
V159A	1	0.092140	0.041643	2.2126	0.0270
V160	1	0.001163726	0.010783	0.1079	0.9141
V165	1	0.015314	0.044611	0.3433	0.7314
V168	1	0.020019	0.013833	1.4472	0.1479
V169	1	0.099678	0.037248	2.6761	0.0075
V172	1	-0.038176	0.010257	-3.7221	0.0002
WHS	1	0.134825	0.044790	3.0102	0.0026
BNHS	1	0.128077	0.045698	2.8202	0.0048
OTH	1	-0.081566	0.072846	-1.1197	0.2629

MODEL: MODEL01
DEP VAR: V125

		SSE	2862.752	F RATIO	15.64
		DFE	3516	PROB>F	0.0001
		MSE	0.814207	R-SQUARE	0.0625

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	4.577258	0.140701	32.5317	0.0001
SUPER	1	-0.034230	0.042616	-0.8032	0.4219
SACTO	1	-0.132050	0.033032	-3.9976	0.0001
V152	1	-0.033525	0.020467	-1.6380	0.1015
V156W	1	0.003663758	0.037134	0.0987	0.9214
V157C	1	-0.094196	0.028901	-3.2593	0.0011
V158	1	-0.021443	0.017805	-1.2043	0.2286
V159A	1	0.024986	0.041621	0.6003	0.5483
V160	1	-0.017391	0.010777	-1.6137	0.1067
V165	1	-0.050831	0.044587	-1.1400	0.2543
V168	1	-0.080056	0.013826	-5.7903	0.0001
V169	1	0.212015	0.037228	5.6951	0.0001
V172	1	0.026000	0.010251	2.5364	0.0112
WHS	1	0.188371	0.044766	4.2079	0.0001
BNHS	1	0.161928	0.045673	3.5454	0.0004
OTH	1	-0.026505	0.072806	-0.3640	0.7158

Table C.5--continued

MODEL: MODEL01
DEP VAR: V126

		SSE	2878.704	F RATIO	6.56
		DFE	3516	PROB>F	0.0001
		MSE	0.818744	R-SQUARE	0.0272

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	4.411293	0.141093	31.2652	0.0001
SUPER	1	0.011085	0.042734	0.2594	0.7954
SACTO	1	-0.110114	0.033124	-3.3243	0.0009
V152	1	-0.011813	0.020524	-0.5756	0.5649
V156W	1	-0.105882	0.037237	-2.8435	0.0045
V157C	1	-0.057905	0.028981	-1.9980	0.0458
V158	1	-0.010193	0.017855	-0.5709	0.5681
V159A	1	0.076846	0.041737	1.8412	0.0657
V160	1	0.005153143	0.010807	0.4768	0.6335
V165	1	0.050826	0.044711	1.1368	0.2557
V168	1	-0.017830	0.013864	-1.2860	0.1985
V169	1	0.132869	0.037331	3.5592	0.0004
V172	1	-0.040993	0.010280	-3.9878	0.0001
WHS	1	0.101414	0.044890	2.2591	0.0239
BNHS	1	0.054536	0.045800	1.1907	0.2338
OTH	1	-0.091844	0.073009	-1.2580	0.2085

MODEL: MODEL01
DEP VAR: V127

		SSE	4133.908	F RATIO	13.52
		DFE	3516	PROB>F	0.0001
		MSE	1.175742	R-SQUARE	0.0545

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	4.859124	0.169078	28.7389	0.0001
SUPER	1	-0.073011	0.051210	-1.4257	0.1540
SACTO	1	-0.245336	0.039694	-6.1806	0.0001
V152	1	-0.0096357	0.024595	-0.3918	0.6952
V156W	1	-0.099793	0.044623	-2.2364	0.0254
V157C	1	-0.136121	0.034729	-3.9195	0.0001
V158	1	-0.035113	0.021396	-1.6411	0.1009
V159A	1	-0.111349	0.050015	-2.2263	0.0261
V160	1	-0.0014991	0.012951	-0.1158	0.9079
V165	1	0.025496	0.053579	0.4759	0.6342
V168	1	-0.011381	0.016614	-0.6850	0.4934
V169	1	0.152931	0.044736	3.4185	0.0006
V172	1	-0.055045	0.012319	-4.4684	0.0001
VHS	1	0.181554	0.053794	3.3750	0.0007
ENHS	1	0.146731	0.054884	2.6735	0.0075
OTH	1	-0.041280	0.087490	-0.4718	0.6371

Table C.5--continued

NONSUPERVISORS ONLY

MODEL: MODEL01	SSE	3146.17	F RATIO	15.87
	DFE	2704	PROB>F	0.0001
DEP VAR: V32	MSE	1.163524	R-SQUARE	0.0759

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.402198	0.184706	13.0055	0.0001
SACTO	1	-0.270346	0.043610	-6.1992	0.0001
V152	1	-0.089452	0.027436	-3.2603	0.0011
V156W	1	-0.000546771	0.050416	-0.0108	0.9913
V157C	1	0.229476	0.041868	5.4810	0.0001
V158	1	-0.060721	0.025142	-2.4151	0.0158
V159A	1	-0.076557	0.055549	-1.3782	0.1683
V160	1	0.005046467	0.014852	0.3398	0.7340
V165	1	0.280809	0.055842	5.0287	0.0001
V168	1	0.071493	0.018488	3.8670	0.0001
V169	1	-0.051017	0.050687	-1.0065	0.3143
V172	1	-0.087940	0.014287	-6.1551	0.0001
WHS	1	0.083020	0.060995	1.3611	0.1736
BNHS	1	-0.136916	0.061309	-2.2332	0.0256
OTH	1	-0.039647	0.094606	-0.4191	0.6752

MODEL: MODEL01	SSE	2820.177	F RATIO	7.96
	DFE	2704	PROB>F	0.0001
DEP VAR: V59	MSE	1.042965	R-SQUARE	0.0396

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	1.918911	0.174876	10.9730	0.0001
SACTO	1	-0.195201	0.041289	-4.7277	0.0001
V152	1	-0.054269	0.025976	-2.0892	0.0368
V156W	1	-0.012874	0.047733	-0.2697	0.7874
V157C	1	0.127346	0.039639	3.2126	0.0013
V158	1	0.029322	0.023804	1.2318	0.2181
V159A	1	-0.023036	0.052592	-0.4380	0.6614
V160	1	0.014391	0.014061	1.0235	0.3062
V165	1	0.083919	0.052870	1.5873	0.1126
V168	1	0.081579	0.017504	4.6606	0.0001
V169	1	-0.049307	0.047989	-1.0275	0.3043
V172	1	-0.051217	0.013527	-3.7863	0.0002
WHS	1	0.095060	0.057748	1.6461	0.0999
BNHS	1	0.037357	0.058045	0.6436	0.5199
OTH	1	0.125938	0.089571	1.4060	0.1598

Table C.6

REGRESSION RESULTS FOR SCALES, ALL EMPLOYEES

MODEL: MODEL01	SSE	1963.415	F RATIO	35.03
DEP VAR: PM02	DFE	3484	PROB>F	0.0001
	MSE	0.563552	R-SQUARE	0.1311

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.960240	0.117591	25.1740	0.0001
SUPER	1	0.260122	0.035616	7.3035	0.0001
SACTO	1	-0.248849	0.027607	-9.0140	0.0001
V152	1	-0.00365759	0.017105	-0.2138	0.8307
V156W	1	0.222698	0.031035	7.1758	0.0001
V157C	1	0.105370	0.024154	4.3625	0.0001
V158	1	-0.028235	0.014881	-1.8974	0.0579
V159A	1	0.015552	0.034785	0.4471	0.6548
V160	1	0.023956	0.009007132	2.6596	0.0079
V165	1	0.170789	0.037264	4.5833	0.0001
V168	1	0.003640423	0.011555	0.3151	0.7527
V169	1	-0.079850	0.031113	-2.5664	0.0103
V172	1	-0.039089	0.008567381	-4.5625	0.0001
WHS	1	-0.013876	0.037413	-0.3709	0.7107
BNHS	1	-0.168613	0.038171	-4.4173	0.0001
OTH	1	-0.075429	0.060848	-1.2396	0.2152

MODEL: MODEL01	SSE	2554.6	F RATIO	22.07
DEP VAR: PM03B	DFE	3484	PROB>F	0.0001
	MSE	0.733238	R-SQUARE	0.0868

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.610503	0.134131	26.9177	0.0001
SUPER	1	0.331676	0.040626	8.1642	0.0001
SACTO	1	-0.137440	0.031490	-4.3646	0.0001
V152	1	-0.045682	0.019511	-2.3413	0.0193
V156W	1	0.141133	0.035400	3.9868	0.0001
V157C	1	0.069943	0.027551	2.5387	0.0112
V158	1	-0.077810	0.016974	-4.5841	0.0001
V159A	1	-0.075739	0.039678	-1.9089	0.0564
V160	1	0.0078865	0.010274	0.7676	0.4428
V165	1	0.102113	0.042505	2.4024	0.0163
V168	1	0.0005985359	0.013180	0.0454	0.9638
V169	1	0.007730576	0.035489	0.2178	0.8276
V172	1	-0.028542	0.009772451	-2.9206	0.0035
WHS	1	0.121554	0.042675	2.8483	0.0044
BNHS	1	-0.176462	0.043540	-4.0529	0.0001
OTH	1	-0.158851	0.069407	-2.2887	0.0222

Table C.6--continued

MODEL: MODEL01 SSE 3112.7 F RATIO 24.69
DEP VAR: PM04   DFE 3484   PROB>F 0.0001
                MSE 0.893427 R-SQUARE 0.0961

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.743156	0.148060	18.5273	0.0001
SUPER	1	-0.022962	0.044844	-0.5120	0.6087
SACTO	1	-0.333880	0.034760	-9.6053	0.0001
V152	1	0.032735	0.021537	1.5199	0.1286
V156W	1	-0.461996	0.039076	-11.8231	0.0001
V157C	1	0.049157	0.030412	1.6164	0.1061
V158	1	-0.055600	0.018737	-2.9674	0.0030
V159A	1	-0.012058	0.043798	-0.2753	0.7831
V160	1	-0.057192	0.011341	-5.0430	0.0001
V165	1	0.191015	0.046919	4.0712	0.0001
V168	1	0.085135	0.014549	5.8516	0.0001
V169	1	0.108055	0.039175	2.7583	0.0058
V172	1	-0.023225	0.010787	-2.1530	0.0314
WHS	1	0.001484216	0.047107	0.0315	0.9749
BNHS	1	-0.061369	0.048062	-1.2769	0.2017
OTH	1	-0.106041	0.076614	-1.3841	0.1664

MODEL: MODELU1 SSE 1911.808 F RATIO 7.76
DEP VAR: PM05B DFE 3484   PROB>F 0.0001
                MSE 0.548739 R-SQUARE 0.0323

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	4.339218	0.116036	37.3956	0.0001
SUPER	1	-0.00429731	0.035145	-0.1223	0.9027
SACTO	1	-0.100359	0.027242	-3.6840	0.0002
V152	1	-0.00199495	0.016879	-0.1182	0.9059
V156W	1	-0.075234	0.030624	-2.4567	0.0141
V157C	1	-0.048037	0.023834	-2.0154	0.0439
V158	1	-0.00338075	0.014684	-0.2302	0.8179
V159A	1	0.064873	0.034325	1.8900	0.0588
V160	1	-0.00369609	0.008887971	-0.4159	0.6775
V165	1	0.006819474	0.036771	0.1855	0.8529
V168	1	-0.025902	0.011402	-2.2716	0.0232
V169	1	0.149959	0.030701	4.8844	0.0001
V172	1	-0.018020	0.008454038	-2.1316	0.0331
WHS	1	0.141913	0.036918	3.8440	0.0001
BNHS	1	0.114597	0.037666	3.0424	0.0024
OTH	1	-0.067576	0.060043	-1.1255	0.2605

Table C.6—continued

MODEL: MODEL01
DEP VAR: PM06

	SSE	2565.476	F RATIO	27.40
	DFE	3484	PROB>F	0.0001
	MSE	0.736359	R-SQUARE	0.1055

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.388642	0.134417	25.2100	0.0001
SUPER	1	0.380376	0.040712	9.3431	0.0001
SACTO	1	-0.286163	0.031557	-9.0682	0.0001
V152	1	-0.000935997	0.019553	-0.0479	0.9618
V156W	1	0.143213	0.035475	4.0370	0.0001
V157C	1	0.00373416	0.027610	0.1330	0.8942
V158	1	-0.063485	0.017010	-3.7322	0.0002
V159A	1	-0.097519	0.039762	-2.4526	0.0142
V160	1	0.019201	0.010296	1.8649	0.0623
V165	1	0.143543	0.042595	3.3699	0.0008
V168	1	0.032271	0.013208	2.4433	0.0146
V169	1	-0.104765	0.035565	-2.9458	0.0032
V172	1	-0.050646	0.009793233	-5.1715	0.0001
WHS	1	0.065171	0.042766	1.5239	0.1276
BNHS	1	-0.00457691	0.043633	-0.1049	0.9165
OTH	1	0.035578	0.069554	0.5115	0.6090

MODEL: MODEL01
DEP VAR: PM07

	SSE	2687.475	F RATIO	28.58
	DFE	3484	PROB>F	0.0001
	MSE	0.771376	R-SQUARE	0.1096

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.977387	0.137576	21.6418	0.0001
SUPER	1	0.353165	0.041669	8.4755	0.0001
SACTO	1	-0.195434	0.032299	-6.0508	0.0001
V152	1	0.0026444	0.020012	0.1321	0.8949
V156W	1	0.173964	0.036309	4.7912	0.0001
V157C	1	0.100850	0.028259	3.5688	0.0004
V158	1	-0.057219	0.017410	-3.2866	0.0010
V159A	1	-0.079356	0.040696	-1.9500	0.0513
V160	1	0.018893	0.010538	1.7929	0.0731
V165	1	0.096081	0.043597	2.2039	0.0276
V168	1	0.077538	0.013519	5.7356	0.0001
V169	1	-0.141284	0.036401	-3.8814	0.0001
V172	1	-0.032231	0.010023	-3.2156	0.0013
WHS	1	0.079329	0.043771	1.8124	0.0700
BNHS	1	-0.037175	0.044658	-0.8324	0.4052
OTH	1	-0.093295	0.071189	-1.3105	0.1901

Table C.6--continued

MODEL: MODEL01
DEP VAR: PM08

	SSE	3784.69	F RATIO	36.36
	DFE	3484	PROB>F	0.0001
	MSE	1.086306	R-SQUARE	0.1353

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.305742	0.163262	20.2481	0.0001
SUPER	1	-0.216578	0.049449	-4.3799	0.0001
SACTO	1	0.250100	0.038329	6.5251	0.0001
V152	1	-0.076383	0.023749	-3.2163	0.0013
V156W	1	0.203565	0.043088	4.7244	0.0001
V157C	1	-0.202355	0.033535	-6.0342	0.0001
V158	1	0.121298	0.020660	5.8711	0.0001
V159A	1	0.054586	0.048295	1.1303	0.2584
V160	1	0.011610	0.012505	0.9284	0.3533
V165	1	-0.172082	0.051736	-3.3261	0.0009
V168	1	-0.171984	0.016043	-10.7203	0.0001
V169	1	-0.036666	0.043197	-0.8488	0.3960
V172	1	0.078502	0.011895	6.5997	0.0001
WHS	1	-0.038015	0.051944	-0.7319	0.4643
BNHS	1	0.134219	0.052996	2.5326	0.0114
OTH	1	0.213904	0.084480	2.5320	0.0114

MODEL: MODEL01
DEP VAR: PM10

	SSE	1998.205	F RATIO	12.98
	DFE	3484	PROB>F	0.0001
	MSE	0.573537	R-SQUARE	0.0529

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.593892	0.118628	30.2954	0.0001
SUPER	1	0.137714	0.035930	3.8328	0.0001
SACTO	1	-0.056904	0.027850	-2.0432	0.0411
V152	1	-0.024502	0.017256	-1.4199	0.1557
V156W	1	0.086840	0.031308	2.7737	0.0056
V157C	1	0.077566	0.024367	3.1833	0.0015
V158	1	-0.048908	0.015012	-3.2579	0.0011
V159A	1	0.053702	0.035092	1.5303	0.1260
V160	1	-0.00431861	0.00908658	-0.4753	0.6346
V165	1	-0.015084	0.037592	-0.4014	0.6883
V168	1	0.00684109	0.011657	0.5865	0.5573
V169	1	0.183385	0.031388	5.8426	0.0001
V172	1	0.033854	0.00864295	3.9169	0.0001
WHS	1	0.138391	0.037743	3.6667	0.0002
BNHS	1	0.019145	0.038508	0.4972	0.6191
OTH	1	-0.072603	0.061385	-1.1828	0.2370

Table C.6—continued

MODEL: MODEL01
DEP VAR: PM11

		SSE	2888.361	F RATIO	56.24
		DFE	3484	PROB>F	0.0001
		MSE	0.829036	R-SQUARE	0.1949

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.886242	0.142625	20.2366	0.0001
SUPER	1	0.374844	0.043198	8.6773	0.0001
SACTO	1	-0.318753	0.033484	-9.5196	0.0001
V152	1	0.046160	0.020747	2.2249	0.0261
V156W	1	0.113478	0.037641	3.0147	0.0026
V157C	1	0.262270	0.029296	8.9525	0.0001
V158	1	-0.110486	0.018049	-6.1216	0.0001
V159A	1	-0.039064	0.042190	-0.9259	0.3546
V160	1	0.004792228	0.010925	0.4387	0.6609
V165	1	0.080115	0.045197	1.7726	0.0764
V168	1	0.115162	0.014015	8.2171	0.0001
V169	1	-0.133030	0.037737	-3.5252	0.0004
V172	1	-0.054754	0.010391	-5.2693	0.0001
WHS	1	0.161422	0.045378	3.5573	0.0004
BNHS	1	-0.117454	0.046297	-2.5370	0.0112
OTH	1	-0.084714	0.073802	-1.1479	0.2511

MODEL: MODEL01
DEP VAR: PM12

		SSE	3243.427	F RATIO	35.00
		DFE	3484	PROB>F	0.0001
		MSE	0.930949	R-SQUARE	0.1310

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.287068	0.151137	21.7489	0.0001
SUPER	1	0.240520	0.045776	5.2542	0.0001
SACTO	1	-0.235063	0.035482	-6.6248	0.0001
V152	1	0.028311	0.021985	1.2877	0.1979
V156W	1	-0.114849	0.039888	-2.8793	0.0040
V157C	1	0.207742	0.031044	6.6918	0.0001
V158	1	-0.106474	0.019126	-5.5670	0.0001
V159A	1	-0.075601	0.044708	-1.6910	0.0909
V160	1	0.0004027861	0.011577	0.0348	0.9722
V165	1	0.156990	0.047894	3.2779	0.0011
V168	1	0.121046	0.014851	8.1505	0.0001
V169	1	-0.086442	0.039989	-2.1617	0.0307
V172	1	-0.064954	0.011011	-5.8987	0.0001
WHS	1	0.196871	0.048086	4.0941	0.0001
BNHS	1	-0.128491	0.049060	-2.6190	0.0089
OTH	1	-0.161894	0.078206	-2.0701	0.0385

Table C.6--continued

MODEL:	MODEL01		SSE	2141.928	F RATIO	30.65
			DFE	3484	PROB>F	0.0001
DEP VAR:	PM14		MSE	0.614790	R-SQUARE	0.1166

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.684646	0.122821	21.8583	0.0001
SUPER	1	0.450671	0.037200	12.1149	0.0001
SACTO	1	-0.159019	0.028835	-5.5149	0.0001
V152	1	-0.014239	0.017866	-0.7970	0.4255
V156W	1	0.127926	0.032415	3.9466	0.0001
V157C	1	0.082911	0.025228	3.2865	0.0010
V158	1	-0.045637	0.015543	-2.9362	0.0033
V159A	1	-0.061170	0.036332	-1.6837	0.0923
V160	1	0.000295028	0.009407688	0.0315	0.9749
V165	1	0.115486	0.038921	2.9672	0.0030
V168	1	0.037418	0.012069	3.1004	0.0019
V169	1	-0.064147	0.032497	-1.9740	0.0485
V172	1	-0.040243	0.008948381	-4.4973	0.0001
WHS	1	0.051072	0.039077	1.3070	0.1913
BNHS	1	-0.018999	0.039869	-0.4765	0.6337
OTH	1	0.033780	0.063554	0.5315	0.5951

MODEL:	MODEL01		SSE	1640.971	F RATIO	39.70
			DFE	3484	PROB>F	0.0001
DEP VAR:	PM15		MSE	0.471002	R-SQUARE	0.1460

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.701900	0.107503	25.1333	0.0001
SUPER	1	0.281476	0.032560	8.6448	0.0001
SACTO	1	-0.308352	0.025238	-12.2176	0.0001
V152	1	-0.065904	0.015638	-4.2144	0.0001
V156W	1	0.093715	0.028372	3.3031	0.0010
V157C	1	0.088393	0.022082	4.0030	0.0001
V158	1	-0.021014	0.013604	-1.5447	0.1225
V159A	1	-0.091046	0.031800	-2.8630	0.0042
V160	1	0.006898679	0.008234381	0.8378	0.4022
V165	1	0.109809	0.034067	3.2233	0.0013
V168	1	0.051369	0.010564	4.8628	0.0001
V169	1	-0.062899	0.028444	-2.2114	0.0271
V172	1	-0.054549	0.007832358	-6.9645	0.0001
WHS	1	0.161271	0.034203	4.7151	0.0001
BNHS	1	0.023730	0.034896	0.6800	0.4965
OTH	1	0.044304	0.055628	0.7964	0.4258

Table C.6--continued

MODEL: MODEL01
DEP VAR: PM17

		SSE	DFE	MSE
		2783.827	3484	0.799032

		F RATIO	PROB>F	R-SQUARE
		12.02	0.0001	0.0492

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.210564	0.140020	15.7875	0.0001
SUPER	1	0.230921	0.042409	5.4451	0.0001
SACTO	1	0.111539	0.032872	3.3931	0.0007
V152	1	0.007545848	0.020368	0.3705	0.7110
V156W	1	0.024051	0.036954	0.6508	0.5152
V157C	1	0.112001	0.028761	3.8942	0.0001
V158	1	-0.078332	0.017719	-4.4207	0.0001
V159A	1	-0.096205	0.041419	-2.3227	0.0203
V160	1	-0.010857	0.010725	-1.0123	0.3114
V165	1	0.062168	0.044371	1.4011	0.1613
V168	1	0.038619	0.013759	2.8214	0.0048
V169	1	0.053905	0.037047	1.4550	0.1458
V172	1	-0.041928	0.010201	-4.1100	0.0001
WHS	1	0.291800	0.044549	6.5501	0.0001
BNHS	1	0.055415	0.045452	1.2192	0.2229
OTH	1	-0.059232	0.072454	-0.8175	0.4137

MODEL: MODEL01
DEP VAR: PM18D

		SSE	DFE	MSE
		1695.047	3484	0.486523

		F RATIO	PROB>F	R-SQUARE
		40.61	0.0001	0.1488

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.509052	0.109260	22.9641	0.0001
SUPER	1	0.349519	0.033092	10.5619	0.0001
SACTO	1	-0.175140	0.025651	-6.8278	0.0001
V152	1	-0.021711	0.015893	-1.3660	0.1720
V156W	1	0.163961	0.028836	5.6860	0.0001
V157C	1	0.131181	0.022442	5.8452	0.0001
V158	1	-0.063784	0.013826	-4.6132	0.0001
V159A	1	-0.115050	0.032320	-3.5597	0.0004
V160	1	0.001398618	0.008368958	0.1671	0.8673
V165	1	0.090025	0.034623	2.6001	0.0094
V168	1	0.026749	0.010736	2.4915	0.0128
V169	1	-0.086321	0.028909	-2.9860	0.0028
V172	1	-0.051133	0.007960365	-6.4234	0.0001
WHS	1	0.249051	0.034762	7.1644	0.0001
BNHS	1	0.019508	0.035467	0.5500	0.5823
OTH	1	0.053095	0.056537	0.9391	0.3477

Table C.6--continued

MODEL: MODEL01
DEP VAR: PM19

		SSE	3876.389	F RATIO	38.65
		DFE	3484	PROB>F	0.0001
		MSE	1.112626	R-SQUARE	0.1427

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.204547	0.165228	13.3425	0.0001
SUPER	1	0.191848	0.050044	3.8336	0.0001
SACTO	1	-0.212136	0.038790	-5.4688	0.0001
V152	1	0.022186	0.024035	0.9231	0.3560
V156W	1	-0.463667	0.043607	-10.6329	0.0001
V157C	1	0.405770	0.033939	11.9560	0.0001
V158	1	-0.117980	0.020909	-5.6426	0.0001
V159A	1	0.006173606	0.048876	0.1263	0.8995
V160	1	-0.030156	0.012656	-2.3827	0.0172
V165	1	0.149838	0.052359	2.8617	0.0042
V168	1	0.066681	0.016236	4.1070	0.0001
V169	1	0.133325	0.043717	3.0497	0.0023
V172	1	-0.063195	0.012038	-5.2496	0.0001
WHS	1	-0.039739	0.052569	-0.7559	0.4497
BNHS	1	-0.349545	0.053634	-6.5172	0.0001
OTH	1	-0.023861	0.085497	-0.2791	0.7802

MODEL: MODEL01
DEP VAR: PM21B

		SSE	2206.305	F RATIO	55.06
		DFE	3484	PROB>F	0.0001
		MSE	0.633268	R-SQUARE	0.1916

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.750515	0.124653	22.0654	0.0001
SUPER	1	0.665919	0.037755	17.6380	0.0001
SACTO	1	-0.189160	0.029265	-6.4638	0.0001
V152	1	-0.036263	0.018133	-1.9999	0.0456
V156W	1	0.083123	0.032898	2.5267	0.0116
V157C	1	0.108959	0.025604	4.2555	0.0001
V158	1	-0.048610	0.015774	-3.0816	0.0021
V159A	1	-0.084837	0.036874	-2.3008	0.0215
V160	1	-0.0097441	0.009548019	-1.0237	0.3060
V165	1	0.201416	0.039501	5.0990	0.0001
V168	1	0.049928	0.012249	4.0761	0.0001
V169	1	-0.017348	0.032981	-0.5260	0.5989
V172	1	-0.046465	0.00908186	-5.1162	0.0001
WHS	1	-0.018190	0.039660	-0.4586	0.6465
BNHS	1	-0.100750	0.040463	-2.4899	0.0128
OTH	1	-0.056528	0.064502	-0.8764	0.3809

Table C.6--continued

MODEL: MODEL01		SSE	3835.167	F RATIO	37.80
		DFE	3484	PROB>F	0.0001
DEP VAR: PM23		MSE	1.100794	R-SQUARE	0.1400

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.864641	0.164347	17.4305	0.0001
SUPER	1	0.585266	0.049777	11.7577	0.0001
SACTO	1	-0.105690	0.038584	-4.8127	0.0001
V152	1	-0.044236	0.023907	-1.8504	0.0643
V156W	1	0.222587	0.043374	5.1318	0.0001
V157C	1	0.180418	0.033758	5.3445	0.0001
V158	1	-0.142421	0.020798	-6.8480	0.0001
V159A	1	-0.122030	0.048616	-2.5101	0.0121
V160	1	0.003803156	0.012588	0.3021	0.7626
V165	1	0.061906	0.052080	1.1887	0.2347
V168	1	-0.021635	0.016149	-1.3396	0.1804
V169	1	-0.086318	0.043484	-1.9850	0.0472
V172	1	-0.074655	0.011974	-6.2348	0.0001
WHS	1	0.282219	0.053289	5.3973	0.0001
BNHS	1	-0.057588	0.053348	-1.0795	0.2805
OTH	1	0.058404	0.085042	0.6868	0.4923

MODEL: MODEL01		SSE	2994.775	F RATIO	38.12
		DFE	3484	PROB>F	0.0001
DEP VAR: PM31B		MSE	0.859580	R-SQUARE	0.1410

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.962433	0.145228	20.3985	0.0001
SUPER	1	0.385115	0.043987	8.7553	0.0001
SACTO	1	-0.393135	0.034095	-11.5305	0.0001
V152	1	-0.0045499	0.021126	-0.2154	0.8295
V156W	1	0.050165	0.038329	1.3088	0.1907
V157C	1	0.166849	0.029831	5.5932	0.0001
V158	1	-0.047913	0.018373	-2.6070	0.0092
V159A	1	-0.156259	0.042960	-3.6373	0.0003
V160	1	-0.00316038	0.011124	-0.2841	0.7763
V165	1	0.129700	0.046022	2.8182	0.0049
V168	1	0.045838	0.014271	3.2120	0.0013
V169	1	-0.095234	0.038425	-2.4784	0.0132
V172	1	-0.066611	0.010581	-6.2953	0.0001
WHS	1	0.151730	0.046206	3.2838	0.0010
BNHS	1	0.054393	0.047142	1.1538	0.2487
OTH	1	0.054234	0.075149	0.7217	0.4705

Table C.6--continued

MODEL: MODEL01
DEP VAR: PAYDSTRM

		SSE	4024.933	F RATIO	22.05
		DFE	3484	PROB>F	0.0001
		MSE	1.384883	R-SQUARE	0.0867

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.549068	0.184338	13.8282	0.0001
SUPER	1	0.502908	0.055832	9.0075	0.0001
SACTO	1	-0.041473	0.043277	-0.9583	0.3380
V152	1	-0.00241697	0.026815	-0.0901	0.9282
V156W	1	-0.011941	0.048650	-0.2455	0.8061
V157C	1	0.072047	0.037864	1.9028	0.0572
V158	1	-0.061830	0.023327	-2.6509	0.0081
V159A	1	-0.099404	0.054529	-1.8229	0.0684
V160	1	0.009747237	0.014120	0.6903	0.4900
V165	1	0.089874	0.058415	1.5385	0.1240
V168	1	0.109121	0.018114	6.0242	0.0001
V169	1	0.062235	0.048773	1.2760	0.2020
V172	1	-0.055411	0.013430	-4.1258	0.0001
WHS	1	0.596224	0.058649	10.1659	0.0001
BNHS	1	0.252790	0.059838	4.2246	0.0001
OTH	1	0.205172	0.095386	2.1510	0.0315

MODEL: MODEL01
DEP VAR: UNIONSAT

		SSE	2067.580	F RATIO	11.89
		DFE	3484	PROB>F	0.0001
		MSE	0.593452	R-SQUARE	0.0487

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.767558	0.120670	22.9348	0.0001
SUPER	1	0.059609	0.036549	1.6331	0.1025
SACTO	1	-0.173987	0.028330	-6.1415	0.0001
V152	1	-0.062871	0.017553	-3.5817	0.0003
V156W	1	0.138830	0.031847	4.3593	0.0001
V157C	1	0.031814	0.024786	1.2835	0.1994
V158	1	-0.040681	0.015270	-2.6640	0.0078
V159A	1	-0.085765	0.035696	-2.4027	0.0163
V160	1	0.005079338	0.00924299	0.5495	0.5827
V165	1	-0.074060	0.038239	-1.9368	0.0529
V168	1	0.063922	0.011858	5.3908	0.0001
V169	1	0.090523	0.031928	2.8352	0.0046
V172	1	-0.030571	0.008791724	-3.4773	0.0005
WHS	1	0.043539	0.038393	1.1340	0.2569
BNHS	1	0.077749	0.039171	1.9849	0.0472
OTH	1	-0.055344	0.062441	-0.8863	0.3755

Table C.6--continued

MODEL:	MODEL01		SSB	885.655016	F RATIO	39.59
DEP VAR: ORGINVOL			DFE	3484	PROB>F	0.0001
			MSE	0.254206	R-SQUARE	0.1456

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.505266	0.078977	44.3833	0.0001
SUPER	1	0.241357	0.023921	10.0900	0.0001
SACTO	1	-0.099168	0.018541	-5.3484	0.0001
V152	1	0.0018?3656	0.011488	0.1651	0.8689
V156W	1	0.043825	0.020844	2.1026	0.0356
V157C	1	0.102923	0.016222	6.3445	0.0001
V158	1	-0.047473	0.009994301	-4.7500	0.0001
V159A	1	-0.016981	0.023362	-0.7268	0.4674
V160	1	-0.011962	0.006049407	-1.9774	0.0481
V165	1	0.020372	0.025027	0.8140	0.4157
V168	1	0.047529	0.00776063	6.1243	0.0001
V169	1	-0.065219	0.020896	-3.1211	0.0018
V172	1	0.017941	0.00575406	3.1179	0.0018
WHS	1	0.009759511	0.025127	0.3884	0.6977
BNHS	1	-0.104557	0.025637	-4.0784	0.0001
OTH	1	-0.154647	0.040867	-3.7842	0.0002

MODEL:	MODEL01		SSB	2496.253	F RATIO	31.83
DEP VAR: SUPVNUNT			DFE	3484	PROB>F	0.0001
			MSE	0.716490	R-SQUARE	0.1205

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.233705	0.132591	24.3886	0.0001
SUPER	1	0.396025	0.040159	9.8614	0.0001
SACTO	1	-0.235345	0.031128	-7.5605	0.0001
V152	1	-0.010708	0.019287	-0.5552	0.5788
V156W	1	0.247331	0.034993	7.0680	0.0001
V157C	1	0.065138	0.027235	2.3917	0.0168
V158	1	-0.071082	0.016779	-4.2364	0.0001
V159A	1	-0.065564	0.039222	-1.6716	0.0947
V160	1	-0.00526497	0.010156	-0.0518	0.9587
V165	1	0.144024	0.042017	3.4278	0.0006
V168	1	0.012386	0.013029	0.9507	0.3418
V169	1	-0.127029	0.035082	-3.6209	0.0003
V172	1	-0.058352	0.009660205	-6.0405	0.0001
WHS	1	0.107839	0.042185	2.5563	0.0106
BNHS	1	-0.021088	0.043040	-0.4900	0.6242
OTH	1	0.033188	0.068609	0.4837	0.6286

Table C.7

REGRESSION RESULTS FOR SUPERVISOR VARIABLES AND SCALES

MODEL: MODEL01 SSE 931.183988 F RATIO 4.87
DEP VAR: V128 DFE 772 PROB>F 0.0001
  MSE 1.206197 R-SQUARE 0.0812

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.180685	0.533996	5.9564	0.0001
SACTO	1	0.522572	0.099444	5.2549	0.0001
V152	1	-0.113777	0.063202	-1.8002	0.0722
V156W	1	0.003880951	0.101781	0.0381	0.9696
V157C	1	-0.235797	0.067638	-3.4862	0.0005
V158	1	0.034553	0.042997	0.8036	0.4219
V159A	1	0.154564	0.119191	1.2968	0.1951
V160	1	-0.015291	0.027297	-0.5601	0.5755
V165	1	0.255298	0.216054	1.1816	0.2377
V168	1	-0.026700	0.040000	-0.6675	0.5047
V169	1	0.195647	0.099333	1.9696	0.0492
V172	1	0.047401	0.025151	1.8879	0.0594
WHS	1	-0.139928	0.115346	-1.2131	0.2255
BNHS	1	-0.108669	0.127583	-0.8518	0.3946
OTH	1	0.134108	0.233427	0.5745	0.5658

MODEL: MODEL01 SSE 1009.854 F RATIO 2.48
DEP VAR: V129 DFE 772 PROB>F 0.0019
  MSE 1.308101 R-SQUARE 0.0430

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	1.903549	0.556095	3.4231	0.0007
SACTO	1	-0.147669	0.103559	-1.4259	0.1543
V152	1	-0.041592	0.065818	0.6319	0.5276
V156W	1	0.123030	0.105993	1.1607	0.2461
V157C	1	0.211769	0.070437	3.0065	0.0027
V158	1	-0.00886496	0.044777	-0.1980	0.8431
V159A	1	-0.076585	0.124124	-0.6170	0.5374
V160	1	0.035685	0.028427	1.2553	0.2097
V165	1	0.095014	0.224995	0.4223	0.6729
V168	1	-0.00618843	0.041656	-0.1486	0.8819
V169	1	-0.198573	0.103444	-1.9196	0.0553
V172	1	0.025342	0.026191	0.9676	0.3336
WHS	1	0.094990	0.120120	0.7908	0.4293
BNHS	1	-0.118876	0.132863	-0.8947	0.3712
OTH	1	0.233690	0.243088	0.9613	0.3367

Table C.7—continued

MODEL: MODEL01
DEP VAR: V130

		SSE	896.257381	F RATIO	2.70
		DFE	772	PROB>F	0.0007
		MSE	1.160955	R-SQUARE	0.0466

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.380752	0.523885	4.5444	0.0001
SACTO	1	0.314468	0.097561	3.2233	0.0013
V152	1	-0.035844	0.062006	-0.5781	0.5634
V156W	1	-0.270426	0.099853	-2.7082	0.0069
V157C	1	0.005889175	0.066357	0.0887	0.9293
V158	1	-0.047944	0.042183	-1.1366	0.2561
V159A	1	-0.142887	0.116934	-1.2219	0.2221
V160	1	-0.016450	0.026781	-0.6143	0.5392
V165	1	-0.113511	0.211963	-0.5355	0.5924
V168	1	-0.025726	0.039243	-0.6555	0.5123
V169	1	-0.061252	0.097452	-0.6285	0.5298
V172	1	-0.024895	0.024674	1.0090	0.3133
WHS	1	-0.064797	0.113162	-0.5726	0.5671
BNHS	1	-0.178124	0.125167	-1.4231	0.1551
OTH	1	0.246311	0.229008	1.0756	0.2825

MODEL: MODEL01
DEP VAR: V131

		SSE	982.535827	F RATIO	1.25
		DFE	772	PROB>F	0.2345
		MSE	1.272715	R-SQUARE	0.0221

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.343322	0.548522	6.0951	0.0001
SACTO	1	-0.197250	0.102149	-1.9310	0.0538
V152	1	-0.078417	0.064922	-1.2079	0.2275
V156W	1	0.119087	0.104549	1.1390	0.2550
V157C	1	0.021846	0.069478	0.3144	0.7533
V158	1	0.038359	0.044167	0.8685	0.3854
V159A	1	-0.150931	0.122433	-1.2328	0.2180
V160	1	0.002413205	0.028040	0.0861	0.9314
V165	1	-0.298287	0.221931	-1.3441	0.1793
V168	1	-0.070729	0.041089	1.7214	0.0856
V169	1	-0.062840	0.102035	-0.6159	0.5382
V172	1	-0.015171	0.025835	-0.5872	0.5572
WHS	1	-0.016503	0.118484	0.1393	0.8893
BNHS	1	0.120029	0.131054	0.9159	0.3600
OTH	1	-0.011394	0.239777	-0.0475	0.9621

Table C.7--continued

MODEL: MODEL01
DEP VAR: V132

	SSE	1095.43
	DFE	772
	MSE	1.418951

F RATIO 3.96
PROB>F 0.0001
R-SQUARE 0.0670

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.241908	0.579178	3.8708	0.0001
SACTO	1	-0.273457	0.107858	-2.5353	0.0114
V152	1	0.005050113	0.068550	0.0737	0.9413
V156W	1	0.312134	0.110392	2.8275	0.0048
V157C	1	0.172602	0.073361	2.3528	0.0189
V158	1	0.035959	0.046635	0.7711	0.4409
V159A	1	-0.240401	0.129276	-1.8596	0.0633
V160	1	0.006305305	0.029607	0.2130	0.8314
V165	1	-0.353379	0.234334	-1.5080	0.1320
V168	1	0.038985	0.043385	0.8986	0.3691
V169	1	0.218067	0.107738	2.0241	0.0433
V172	1	0.001470402	0.027279	0.0539	0.9570
WHS	1	0.243770	0.125106	1.9485	0.0517
BNHS	1	-0.310696	0.138378	-2.2453	0.0250
OTH	1	-0.008841276	0.253178	-0.0332	0.9735

MODEL: MODEL01
DEP VAR: V133

	SSE	846.432396
	DFE	772
	MSE	1.096415

F RATIO 5.70
PROB>F 0.0001
R-SQUARE 0.0936

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.307858	0.509115	6.4973	0.0001
SACTO	1	-0.510548	0.094810	-5.3849	0.0001
V152	1	0.019378	0.060258	0.3216	0.7478
V156W	1	0.058918	0.097038	0.6072	0.5439
V157C	1	0.287381	0.064486	4.4565	0.0001
V158	1	-0.048038	0.040994	-1.1718	0.2416
V159A	1	-0.202521	0.113637	-1.7822	0.0751
V160	1	0.055533	0.026025	2.1338	0.0332
V165	1	-0.213551	0.205987	-1.0367	0.3002
V168	1	-0.051133	0.038137	-1.3408	0.1804
V169	1	-0.055228	0.094705	-0.5832	0.5600
V172	1	0.005832585	0.023979	0.2432	0.8079
WHS	1	-0.014455	0.109972	-0.1314	0.8955
BNHS	1	-0.264007	0.121639	-2.1704	0.0303
OTH	1	0.102595	0.222551	0.4610	0.6449

Table C.7--continued

MODEL: MODEL01
DEP VAR: V134

	SSE	937.058804	F RATIO	7.65
	DFE	772	PROB>F	0.0001
	MSE	1.213807	R-SQUARE	0.1218

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.528561	0.535677	6.5871	0.0001
SACTO	1	-0.471775	0.099757	-4.7292	0.0001
V152	1	0.100768	0.063401	1.5894	0.1124
V156W	1	-0.142987	0.102101	-1.4004	0.1618
V157C	1	0.213704	0.067851	3.1496	0.0017
V158	1	-0.073415	0.043133	-1.7021	0.0891
V159A	1	-0.258027	0.119566	-2.1580	0.0312
V160	1	0.013885	0.027383	0.5071	0.6123
V165	1	-0.568778	0.216734	-2.6243	0.0089
V168	1	0.140069	0.040126	3.4907	0.0005
V169	1	-0.199902	0.099646	-2.0061	0.0452
V172	1	-0.040045	0.025230	-1.5872	0.1129
WHS	1	0.386417	0.115709	3.3396	0.0009
BNHS	1	-0.215888	0.127985	-1.6868	0.0920
OTH	1	0.376815	0.234162	1.6092	0.1080

MODEL: MODEL01
DEP VAR: V135

	SSE	1142.064	F RATIO	2.82
	DFE	772	PROB>F	0.0004
	MSE	1.479357	R-SQUARE	0.0487

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.665652	0.591378	6.1985	0.0001
SACTO	1	-0.212875	0.110130	-1.9329	0.0536
V152	1	-0.070927	0.069994	-1.0133	0.3112
V156W	1	0.194338	0.112718	1.7241	0.0851
V157C	1	0.070185	0.074906	0.9370	0.3491
V158	1	-0.093934	0.047618	-1.9727	0.0489
V159A	1	-0.113753	0.131999	-0.8618	0.3891
V160	1	0.005979874	0.030231	0.1978	0.8432
V165	1	-0.055501	0.239270	-0.2320	0.8166
V168	1	0.030513	0.044299	0.6888	0.4912
V169	1	-0.042842	0.110007	-0.3895	0.6970
V172	1	-0.047158	0.027853	-1.6931	0.0908
WHS	1	0.563240	0.127741	4.4092	0.0001
BNHS	1	0.174991	0.141293	1.2385	0.2159
OTH	1	0.030124	0.258511	0.1165	0.9073

Table C.7--continued

MODEL: MODEL01

		SSE	862.136351	F RATIO	5.12
DEP VAR: V136		DFE	772	PROB>F	0.0001
		MSE	1.116757	R-SQUARE	0.0850

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.442773	0.513816	4.7542	0.0001
SACTO	1	-0.349708	0.095686	-3.6547	0.0003
V152	1	-0.036061	0.060814	-0.5930	0.5534
V156W	1	-0.062931	0.097934	-0.6426	0.5207
V157C	1	0.219915	0.065082	3.3791	0.0008
V158	1	-0.089141	0.041372	-2.1546	0.0315
V159A	1	-0.087238	0.114687	-0.7607	0.4471
V160	1	0.019118	0.026266	0.7279	0.4669
V165	1	0.044992	0.207889	0.2164	0.8287
V168	1	0.153535	0.038489	3.9891	0.0001
V169	1	-0.142276	0.095579	-1.4886	0.1370
V172	1	-0.017090	0.024200	-0.7062	0.4803
WHS	1	0.248584	0.110987	2.2398	0.0254
BNHS	1	-0.242082	0.122762	-1.9720	0.0490
OTH	1	0.058349	0.224606	0.2598	0.7951

MODEL: MODEL01

		SSE	838.617029	F RATIO	3.71
DEP VAR: V137		DFE	772	PROB>F	0.0001
		MSE	1.086291	R-SQUARE	0.0631

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.963064	0.506759	7.8204	0.0001
SACTO	1	-0.549259	0.094372	-5.8202	0.0001
V152	1	0.074496	0.059979	1.2420	0.2146
V156W	1	-0.102106	0.096589	-1.0571	0.2908
V157C	1	0.041665	0.064188	0.6491	0.5165
V158	1	-0.044044	0.040804	-1.0794	0.2807
V159A	1	-0.024547	0.113111	-0.2170	0.8283
V160	1	0.020751	0.025905	0.8010	0.4234
V165	1	-0.328379	0.205034	-1.6016	0.1097
V168	1	0.024089	0.037960	0.6346	0.5259
V169	1	-0.060415	0.094266	-0.6409	0.5218
V172	1	-0.029478	0.023868	-1.2350	0.2172
WHS	1	-0.057565	0.109463	-0.5259	0.5991
BNHS	1	0.065013	0.121076	0.5370	0.5915
OTH	1	0.218701	0.221521	0.9873	0.3238

Table C.7--continued

MODEL1: MODEL01

		SSE	735.302943	F RATIO	6.23
DEP VAR: V138		DFE	772	PROB>F	0.0001
		MSE	0.952465	R-SQUARE	0.1015

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.305183	0.474518	6.9653	0.0001
SACTO	1	-0.058233	0.088368	-0.6590	0.5101
V152	1	-0.035452	0.056163	-0.6312	0.5281
V156W	1	-0.192407	0.090444	-2.1274	0.0337
V157C	1	0.190066	0.060104	3.1623	0.0016
V158	1	-0.00302715	0.038208	-0.0792	0.9369
V159A	1	0.261509	0.105915	2.4690	0.0138
V160	1	0.008995281	0.024257	0.3708	0.7109
V165	1	-0.095025	0.191989	-0.4949	0.6208
V168	1	-0.013346	0.035545	-0.3755	0.7074
V169	1	-0.191035	0.088269	-2.1642	0.0308
V172	1	0.044416	0.022349	1.9874	0.0472
WHS	1	-0.437982	0.102498	-4.2731	0.0001
BNHS	1	-0.479096	0.113373	-4.2259	0.0001
OTH	1	-0.790330	0.207428	-3.8101	0.0001

MODEL1: MODEL01

		SSE	843.819354	F RATIO	1.64
DEP VAR: V139		DFE	772	PROB>F	0.0633
		MSE	1.093030	R-SQUARE	0.0289

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.522626	0.508329	6.9298	0.0001
SACTO	1	0.242501	0.094664	2.5617	0.0106
V152	1	0.021169	0.060164	0.3519	0.7250
V156W	1	0.047662	0.096888	0.4919	0.6229
V157C	1	-0.051049	0.064387	-0.7928	0.4281
V158	1	0.036144	0.040931	0.8831	0.3775
V159A	1	-0.104764	0.113462	-0.9233	0.3561
	1	-0.011893	0.025985	-0.4577	0.6473
	1	-0.116877	0.205669	-0.5683	0.5700
	1	-0.091671	0.038078	-2.4075	0.0163
	1	0.091130	0.094558	0.9637	0.3355
	1	0.020225	0.023942	0.8448	0.3985
	1	-0.084365	0.109802	-0.7683	0.4425
	1	0.028630	0.121451	0.2357	0.8137
	1	0.155370	0.222207	0.6992	0.4846

Table C.7--continued

MODEL: MODEL01		SSE	956.739919	F RATIO	4.97
		DFE	772	PROB>F	0.0001
DEP VAR: V140		MSE	1.239300	R-SQUARE	0.0827

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.600196	0.541274	6.6513	0.0001
SACTO	1	-0.444583	0.100799	-4.4106	0.0001
V152	1	-0.090432	0.064064	-1.4116	0.1585
V156W	1	-0.067311	0.103168	-0.6524	0.5143
V157C	1	0.274136	0.068559	3.9985	0.0001
V158	1	-0.047228	0.043583	-1.0836	0.2789
V159A	1	-0.177064	0.120815	-1.4656	0.1432
V160	1	0.047251	0.027669	1.7077	0.0881
V165	1	-0.263732	0.218998	-1.2043	0.2289
V168	1	0.102710	0.040546	2.5332	0.0115
V169	1	0.006523672	0.100687	0.0648	0.9484
V172	1	-0.068237	0.025493	-2.6766	0.0076
WHS	1	0.190991	0.116918	1.6335	0.1028
BNHS	1	-0.098670	0.129322	-0.7630	0.4457
OTH	1	0.154462	0.236609	0.6528	0.5141

MODEL: MODEL01		SSE	743.962021	F RATIO	4.19
		DFE	772	PROB>F	0.0001
DEP VAR: V141		MSE	0.963681	R-SQUARE	0.0706

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	1.971708	0.477304	4.1309	0.0001
SACTO	1	-0.333873	0.088886	-3.7562	0.0002
V152	1	0.006123049	0.056492	0.1084	0.9137
V156W	1	0.085780	0.090975	0.9430	0.3460
V157C	1	0.093169	0.060457	1.5411	0.1237
V158	1	0.028369	0.038433	0.7382	0.4606
V159A	1	-0.287460	0.106537	-2.6982	0.0071
V160	1	0.051938	0.024399	2.1287	0.0336
V165	1	-0.138896	0.193116	-0.7192	0.4722
V168	1	0.079144	0.035754	2.2136	0.0271
V169	1	-0.134859	0.088787	-1.5189	0.1292
V172	1	-0.00645011	0.022480	-0.2869	0.7742
WHS	1	0.259798	0.103100	2.5199	0.0119
BNHS	1	0.016996	0.114038	0.1490	0.8816
OTH	1	0.289544	0.208645	1.3877	0.1656

Table C.7--continued

MODEL: MODEL01

	SSE	914.388175	F RATIO	5.66
DEP VAR: V142	DFE	772	PROB>F	0.0001
	MSE	1.184441	R-SQUARE	0.0932

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.470492	0.529158	6.5585	0.0001
SACTO	1	-0.261169	0.098543	-2.6503	0.0082
V152	1	-0.051114	0.062630	-0.8161	0.4147
V156W	1	-0.052288	0.100858	-0.5184	0.6043
V157C	1	-0.287668	0.067025	-4.2920	0.0001
V158	1	-0.184851	0.042608	-4.3384	0.0001
V159A	1	-0.186847	0.118111	-1.5820	0.1141
V160	1	-0.058451	0.027050	-2.1608	0.0310
V165	1	-0.225963	0.214096	-1.0554	0.2916
V168	1	0.064901	0.039638	1.6373	0.1020
V169	1	-0.255607	0.098433	-2.5968	0.0096
V172	1	-0.063938	0.024923	-2.5654	0.0105
WHS	1	0.214242	0.114301	1.8744	0.0613
BNHS	1	0.099243	0.126427	0.7850	0.4327
OTH	1	-0.176034	0.231312	-0.7610	0.4469

MODEL: MODEL01

	SSE	725.172680	F RATIO	4.66
DEP VAR: V143	DFE	772	PROB>F	0.0001
	MSE	0.939343	R-SQUARE	0.0779

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	4.009318	0.471238	8.5080	0.0001
SACTO	1	-0.474365	0.087757	-5.4055	0.0001
V152	1	0.079734	0.055775	1.4296	0.1532
V156W	1	-0.203682	0.089819	-2.2677	0.0236
V157C	1	0.012299	0.059689	0.2060	0.8368
V158	1	-0.023295	0.037944	-0.6139	0.5394
V159A	1	0.010905	0.105183	0.1037	0.9175
V160	1	-0.00995209	0.024089	-0.4131	0.6796
V165	1	-0.283990	0.190662	-1.4895	0.1368
V168	1	0.036185	0.035299	1.0251	0.3056
V169	1	-0.166117	0.087659	-1.8950	0.0585
V172	1	-0.021886	0.022195	-0.9861	0.3244
WHS	1	0.025368	0.101790	0.2492	0.8033
BNHS	1	0.167065	0.112589	1.4839	0.1383
OTH	1	0.016830	0.205994	0.0817	0.9349

Table C.7--continued

MODEL: MODEL01
DEP VAR: V144

		SSE	813.628944	F RATIO	6.60
		DFE	772	PROB>F	0.0001
		MSE	1.053924	R-SQUARE	0.1068

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.751412	0.499152	5.5122	0.0001
SACTO	1	0.563767	0.092955	6.0649	0.0001
V152	1	-0.166396	0.059078	-2.8165	0.0050
V156W	1	0.058667	0.095139	0.6166	0.5376
V157C	1	-0.281775	0.063224	-4.4568	0.0001
V158	1	0.098712	0.040192	2.4560	0.0143
V159A	1	-0.102486	0.111414	-0.9199	0.3579
V160	1	-0.035465	0.025516	-1.3899	0.1650
V165	1	0.266494	0.201956	1.3196	0.1874
V168	1	0.001809002	0.037390	0.0484	0.9614
V169	1	0.087139	0.092851	0.9385	0.3483
V172	1	0.043861	0.023509	1.8657	0.0625
WHS	1	-0.029550	0.107820	-0.2741	0.7841
BNHS	1	0.049838	0.119258	0.4179	0.6761
OTH	1	0.125827	0.210196	0.5767	0.5643

MODEL: MODEL01
DEP VAR: V145

		SSE	638.885559	F RATIO	1.57
		DFE	772	PROB>F	0.0822
		MSE	0.827572	R-SQUARE	0.0277

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.011569	0.442315	6.8087	0.0001
SACTO	1	0.224843	0.082370	2.7297	0.0065
V152	1	-0.046673	0.052351	-0.8915	0.3729
V156W	1	0.171252	0.084306	2.0313	0.0426
V157C	1	-0.026215	0.056025	-0.4679	0.6400
V158	1	0.036003	0.035615	1.0109	0.3124
V159A	1	-0.073025	0.098727	-0.7397	0.4597
V160	1	-0.00286645	0.022611	-0.1259	0.8999
V165	1	-0.173386	0.178960	-0.9689	0.3329
V168	1	-0.032659	0.033133	-0.9857	0.3246
V169	1	-0.020995	0.082279	-0.2552	0.7987
V172	1	0.010139	0.020832	0.4867	0.6266
WHS	1	-0.027426	0.095542	-0.2871	0.7741
BNLS	1	-0.091260	0.105678	-0.8636	0.3881
OTH	1	-0.00826816	0.193350	-0.0428	0.9659

Table C.7--continued

MODEL: MODEL01
DEP VAR: V146

		SSE	1015.604	F RATIO	7.23
		DFE	772	PROB>F	0.0001
		MSE	1.315549	R-SQUARE	0.1159

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	1.679899	0.557676	3.0123	0.0027
SACTO	1	-0.291504	0.103854	-2.8069	0.0051
V152	1	0.212145	0.066005	3.2141	0.0014
V156W	1	0.071594	0.106294	0.6735	0.5008
V157C	1	0.507099	0.070637	7.1789	0.0001
V158	1	-0.012300	0.044904	-0.2739	0.7842
V159A	1	-0.052310	0.124476	-0.4202	0.6744
V160	1	-0.010012	0.028508	-0.3512	0.7255
V165	1	-0.300889	0.225635	-1.3335	0.1828
V168	1	-0.050571	0.041774	-1.2106	0.2264
V169	1	-0.025336	0.103738	-0.2442	0.8071
V172	1	-0.024051	0.026266	-0.9157	0.3601
WHS	1	-0.130273	0.120461	-1.0815	0.2798
BNHS	1	-0.230372	0.133241	-1.7290	0.0842
OTH	1	-0.091358	0.243779	-0.3748	0.7079

MODEL: MODEL01
DEP VAR: V147

		SSE	725.170378	F RATIO	5.31
		DFE	772	PROB>F	0.0001
		MSE	0.939340	R-SQUARE	0.0879

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.166934	0.471238	6.7205	0.0001
SACTO	1	-0.200711	0.087757	-2.2871	0.0225
V152	1	0.109981	0.055774	1.9719	0.0490
V156W	1	-0.125451	0.089819	-1.3967	0.1629
V157C	1	0.306277	0.059688	5.1313	0.0001
V158	1	-0.070469	0.037944	-1.8572	0.0637
V159A	1	-0.092758	0.105183	-0.8819	0.3781
V160	1	0.033854	0.024089	1.4054	0.1603
V165	1	-0.332726	0.190662	-1.7451	0.0814
V168	1	0.088476	0.035299	2.5064	0.0124
V169	1	-0.094702	0.087659	-1.0804	0.2803
V172	1	-0.040105	0.022195	-1.8070	0.0712
WHS	1	0.264717	0.101790	2.6006	0.0095
BNHS	1	0.079726	0.112589	0.7081	0.4791
OTH	1	0.156258	0.205993	0.7586	0.4483

Table C.7--continued

MODEL: MODEL01
DEP VAR: V148

	SSE	764.472646	F RATIO	4.31
	DFE	772	PROB>F	0.0001
	MSE	0.990250	R-SQUARE	0.0726

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.069783	0.483839	4.2778	0.0001
SACTO	1	-0.063203	0.090103	-0.7015	0.4832
V152	1	0.008237791	0.057266	0.1439	0.8857
V156W	1	0.075905	0.092221	0.8240	0.4102
V157C	1	0.272845	0.061285	4.4521	0.0001
V158	1	0.00582801	0.038959	-0.1496	0.8811
V159A	1	-0.172923	0.107996	-1.6012	0.1097
V160	1	-0.022680	0.024733	-0.9170	0.3594
V165	1	-0.177702	0.195760	-0.9078	0.3643
V168	1	-0.054463	0.036243	1.5027	0.1333
V169	1	-0.191138	0.090003	-2.1237	0.0340
V172	1	0.024331	0.022788	1.0677	0.2860
WHS	1	0.201173	0.104512	1.9249	0.0546
BNHS	1	-0.183076	0.115600	-1.5837	0.1137
OTH	1	0.059172	0.211502	0.2798	0.7797

MODEL: MODEL01
DEP VAR: V149

	SSE	772.520222	F RATIO	3.86
	DFE	772	PROB>F	0.0001
	MSE	1.000674	R-SQUARE	0.0654

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.879454	0.486379	5.9202	0.0001
SACTO	1	0.374461	0.090576	4.1342	0.0001
V152	1	-0.024160	0.057567	-0.4197	0.6748
V156W	1	-0.109750	0.092705	-1.1839	0.2368
V157C	1	-0.107099	0.061606	-1.7384	0.0825
V158	1	0.037263	0.039163	0.9515	0.3417
V159A	1	0.072117	0.108562	0.6643	0.5067
V160	1	-0.010149	0.024863	-0.4082	0.6832
V165	1	0.353111	0.196788	1.7944	0.0731
V168	1	-0.056922	0.036434	-1.5624	0.1186
V169	1	0.118497	0.090475	1.3097	0.1907
V172	1	0.057152	0.022908	2.4949	0.0128
WHS	1	-0.341407	0.105060	-3.2496	0.0012
BNHS	1	-0.210022	0.116206	-1.8073	0.0711
OTH	1	-0.251775	0.212612	-1.1842	0.2367

Table C.7--continued

MODEL: MODEL01
DEP VAR: V150

		SSE	1139.144	F RATIO	4.90
		DFE	772	PROB>F	0.0001
		MSE	1.475576	R-SQUARE	0.0815

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.289852	0.590622	3.8770	0.0001
SACTO	1	-0.407468	0.109989	-4.4320	0.0001
V152	1	-0.016163	0.069904	-0.2312	0.8172
V156W	1	-0.225373	0.112574	-2.0020	0.0456
V157C	1	0.254196	0.074810	3.3979	0.0007
V158	1	0.031950	0.047557	0.6718	0.5019
V159A	1	0.307479	0.131830	2.3324	0.0199
V160	1	0.020286	0.030192	0.6719	0.5019
V165	1	-0.217589	0.238964	-0.9105	0.3628
V168	1	0.050517	0.044242	1.1418	0.2539
V169	1	0.020299	0.109866	0.1848	0.8535
V172	1	-0.015070	0.027818	-0.5418	0.5881
WHS	1	0.519710	0.127577	4.0737	0.0001
BMHS	1	0.048990	0.141112	0.3472	0.7286
OTH	1	0.018774	0.258180	0.0727	0.9421

MODEL: MODEL01
DEP VAR: PM26

		SSE	373.432845	F RATIO	5.85
		DFE	772	PROB>F	0.0001
		MSE	0.483721	R-SQUARE	0.0960

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.426544	0.338163	10.1328	0.0001
SACTO	1	-0.407159	0.062975	-6.4654	0.0001
V152	1	0.037501	0.040024	0.9370	0.3491
V156W	1	-0.059960	0.064454	-0.9303	0.3525
V157C	1	0.052570	0.042833	1.2273	0.2201
V158	1	-0.035039	0.027229	-1.2868	0.1985
V159A	1	-0.044875	0.075480	-0.5945	0.5523
V160	1	0.007706295	0.017287	0.4458	0.6559
V165	1	-0.285110	0.136820	-2.0838	0.0375
V168	1	0.052494	0.025331	2.0723	0.0386
V169	1	-0.108437	0.062904	-1.7238	0.0851
V172	1	-0.032302	0.015927	-2.0281	0.0429
WHS	1	0.098167	0.073045	1.3439	0.1794
BMHS	1	0.104565	0.080794	1.2942	0.1960
OTH	1	0.078715	0.147822	0.5325	0.5945

Table C.7--continued

MODEL: MODEL01		SSE	499.780811	F RATIO	6.41
DEP VAR: PM27		DF	772	PROB>F	0.0001
		MSE	0.647384	R-SQUARE	0.1041

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.105245	0.391210	5.3814	0.0001
SACTO	1	-0.354946	0.072853	-4.8721	0.0001
V152	1	0.049906	0.046303	1.0778	0.2815
V156W	1	0.061985	0.074565	0.8313	0.4061
V157C	1	0.258535	0.049552	5.2175	0.0001
V158	1	0.021474	0.031500	0.6817	0.4956
V159A	1	-0.067582	0.087320	-0.7740	0.4392
V160	1	-0.016222	0.019998	-0.8112	0.4175
V165	1	-0.283041	0.150283	-1.7882	0.0741
V168	1	0.031686	0.029305	1.0813	0.2799
V169	1	0.017648	0.072772	0.2425	0.8085
V172	1	-0.010668	0.018425	-0.5790	0.5628
WHS	1	0.284226	0.084503	3.3635	0.0008
BNHS	1	-0.119024	0.093468	-1.2734	0.2033
OTH	1	0.053227	0.171011	0.3112	0.7557

MODEL: MODEL01		SSE	393.128516	F RATIO	7.39
DEP VAR: PM28D		DF	772	PROB>F	0.0001
		MSE	0.509234	R-SQUARE	0.1182

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.980940	0.346966	8.5914	0.0001
SACTO	1	-0.282292	0.064614	-4.3689	0.0001
V152	1	0.068403	0.041066	1.6657	0.0962
V156W	1	-0.076754	0.066132	-1.1606	0.2462
V157C	1	0.191306	0.043948	4.3530	0.0001
V158	1	-0.042600	0.027938	-1.5248	0.1277
V159A	1	-0.130175	0.077445	-1.6809	0.0932
V160	1	0.013931	0.017737	0.7854	0.4325
V165	1	-0.301454	0.140382	-2.1474	0.0321
V168	1	0.090928	0.025990	3.4985	0.0005
V169	1	-0.149948	0.064542	-2.3233	0.0204
V172	1	-0.030486	0.016342	-1.8655	0.0625
WHS	1	0.210384	0.074947	2.8071	0.0051
BNHS	1	-0.042695	0.082898	-0.5150	0.6067
OTH	1	0.107550	0.151670	0.7091	0.4785

Table C.7--continued

MODEL: MODEL01   SSE 332.151703   F RATIO 8.11
DEP VAR: PM30   DFE 772   PROB>F 0.0001
                        MSE 0.430248   R-SQUARE 0.1282

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.401213	0.318925	10.6646	0.0001
SACTO	1	-0.419077	0.059392	-7.0561	0.0001
V152	1	-0.029315	0.037747	-0.7766	0.4376
V156W	1	-0.035480	0.060788	-0.5837	0.5596
V157C	1	0.162662	0.040396	4.0267	0.0001
V158	1	-0.055911	0.025680	-2.1772	0.0298
V159A	1	-0.114809	0.071186	-1.6128	0.1072
V160	1	0.027498	0.016303	1.6867	0.0921
V165	1	-0.281266	0.129036	-2.1797	0.0296
V168	1	0.041939	0.023890	1.7555	0.0796
V169	1	-0.111364	0.059326	-1.8772	0.0609
V172	1	-0.030748	0.015021	-2.5796	0.0101
W4S	1	0.115260	0.068889	1.6731	0.0947
BW4S	1	0.031522	0.076198	0.4137	0.6792
OTH	1	0.027024	0.139412	0.1996	0.8419

Table C.7--continued

MODEL: MODEL01
DEP VAR: PAYDSTRM

		SSE	992.978851	F RATIO	5.71
		DFE	764	PROB>F	0.0001
		MSE	1.299711	R-SQUARE	0.0885

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.446070	0.523036	6.5886	0.0001
SACTO	1	-0.086998	0.102932	-0.8452	0.3983
V152	1	0.011081	0.065569	0.1690	0.8658
V156W	1	-0.121002	0.099508	-1.2160	0.2244
V157C	1	0.183342	0.069581	2.6349	0.0086
V158	1	-0.112052	0.043828	-2.5566	0.0108
V159A	1	-0.182940	0.124449	-1.4700	0.1420
V160	1	0.056235	0.028457	1.9761	0.0485
V165	1	-0.175225	0.226969	-0.7720	0.4403
V168	1	0.116194	0.042101	2.7599	0.0059
V172	1	-0.062468	0.025459	-2.4537	0.0144
WHS	1	0.658011	0.119900	5.4880	0.0001
BNHS	1	0.163812	0.133196	1.2299	0.2191
OTH	1	-0.282440	0.240337	-1.1752	0.2403

Table C.8

REGRESSION RESULTS FOR PRETEST VERSUS BASELINE
SURVEY ADMINISTRATIONS AT SM-ALC

MODEL: MODEL01		SSE DFE MSE	903.804215 1472 0.613997	F RATIO PROB>F R-SQUARE	5.01 0.0001 0.0486
DEP VAR: PM02					

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.176615	0.205277	15.4747	0.0001
ADMIN	1	-0.036042	0.084225	-0.4279	0.6688
SUPER	1	0.140587	0.066407	2.1170	0.0344
V152	1	-0.010600	0.027567	-0.3845	0.7007
V156W	1	0.282438	0.050596	5.5822	0.0001
V157C	1	0.076283	0.039890	1.9123	0.0560
V158	1	-0.022064	0.024326	-0.9070	0.3646
V159A	1	-0.081835	0.058293	-1.4038	0.1606
V160	1	0.00152714	0.014404	0.1060	0.9156
V165	1	0.062132	0.053239	1.1670	0.2434
V168	1	0.00196757	0.018965	0.0631	0.9497
V169	1	-0.134812	0.050865	-2.6504	0.0081
V172	1	-0.033101	0.014553	-2.2746	0.0231
WHS	1	-0.082449	0.074518	-1.1064	0.2687
BNHS	1	-0.068056	0.056459	-1.2054	0.2282
OTH	1	-0.106314	0.077850	-1.3656	0.1723

MODEL: MODEL01		SSE DFE MSE	1136.196 1472 0.771872	F RATIO PROB>F R-SQUARE	11.23 0.0001 0.1027
DEP VAR: PM03B					

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	4.536556	0.230160	19.7104	0.0001
ADMIN	1	-0.532941	0.094434	-5.6435	0.0001
SUPER	1	0.412847	0.074457	5.5448	0.0001
V152	1	-0.046624	0.030909	-1.5084	0.1317
V156W	1	0.170586	0.056729	3.0070	0.0027
V157C	1	0.019040	0.044725	0.4257	0.6704
V158	1	-0.070579	0.027275	-2.5877	0.0098
V159A	1	-0.155959	0.065359	-2.3862	0.0172
V160	1	-0.00533657	0.016150	-0.3304	0.7411
V165	1	0.092046	0.059692	1.5420	0.1233
V168	1	-0.00432841	0.021264	-0.2036	0.8387
V169	1	-0.069635	0.057031	-1.2210	0.2223
V172	1	-0.062236	0.016317	-3.8143	0.0001
WHS	1	-0.072751	0.083551	-0.8707	0.3840
BNHS	1	-0.178796	0.063303	-2.8245	0.0048
OTH	1	-0.140338	0.087286	-1.6078	0.1081

Table C.8--continued

MODEL:	MODEL01			SSE	1247.947	F RATIO	18.10
DEP VAR:	PM04			DFE	1472	PROB>F	0.0001
				MSE	0.847790	R-SQUARE	0.1557

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.553589	0.241214	10.5864	0.0001
ADMIN	1	-0.018109	0.098969	-0.1830	0.8548
SUPER	1	0.001927004	0.078033	0.0247	0.9803
V152	1	0.064381	0.032394	1.9875	0.0471
V156W	1	-0.689868	0.059453	-11.6036	0.0001
V157C	1	0.158099	0.046873	3.3729	0.0008
V158	1	-0.050998	0.028505	-1.7841	0.0746
V159A	1	-0.072586	0.068498	-1.0597	0.2895
V160	1	-0.053771	0.016925	-3.1769	0.0015
V165	1	0.144547	0.062559	2.3106	0.0210
V168	1	0.098403	0.022285	4.4156	0.0001
V169	1	0.011002	0.059769	0.1841	0.8540
V172	1	-0.044189	0.017100	-2.5841	0.0099
WHS	1	-0.180597	0.087564	-2.0625	0.0393
BNHS	1	0.037196	0.066343	0.5607	0.5751
OTH	1	-0.136428	0.091478	-1.4914	0.1361

Table C.8--continued

MODEL:	MODEL01	SSE	1139.611	F RATIO	7.72
DEP VAR:	PM06	DFE	1472	PROB>F	0.0001
		MSE	0.774192	R-SQUARE	0.0729

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.941533	0.230506	17.0995	0.0001
ADMIN	1	-0.320639	0.094576	-3.3903	0.0007
SUPER	1	0.407060	0.074569	5.4589	0.0001
V152	1	0.029923	0.030956	0.9666	0.3339
V156W	1	0.111566	0.056814	1.9637	0.0498
V157C	1	-0.079399	0.044792	-1.7726	0.0765
V158	1	-0.042452	0.027316	-1.5541	0.1204
V159A	1	-0.191797	0.065457	-2.9301	0.0034
V160	1	-0.025065	0.016174	-1.5497	0.1214
V165	1	0.116036	0.059782	1.9410	0.0525
V168	1	0.019207	0.021296	0.9019	0.3673
V169	1	-0.207371	0.057116	-3.6307	0.0003
V172	1	-0.054328	0.016341	-3.3246	0.0009
WHS	1	-0.014111	0.083677	-0.1686	0.8661
BNHS	1	0.003550674	0.063398	0.0560	0.9553
OTH	1	-0.017194	0.087417	-0.1967	0.8441

MODEL:	MODEL01	SSE	1201.373	F RATIO	6.14
DEP VAR:	PM07	DFE	1472	PROB>F	0.0001
		MSE	0.816150	R-SQUARE	0.0589

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.374273	0.236670	14.2573	0.0001
ADMIN	1	-0.124718	0.097105	-1.2844	0.1992
SUPER	1	0.280876	0.076563	3.6686	0.0003
V152	1	0.012462	0.031783	0.3921	0.6950
V156W	1	0.084164	0.058333	1.4428	0.1493
V157C	1	0.070763	0.045990	1.5387	0.1241
V158	1	-0.055538	0.028046	-1.9803	0.0479
V159A	1	-0.172576	0.067208	-2.5678	0.0103
V160	1	-0.025440	0.016607	-1.5319	0.1258
V165	1	0.057498	0.061381	0.9368	0.3490
V168	1	0.079575	0.021866	3.6393	0.0003
V169	1	-0.177550	0.058643	-3.0276	0.0025
V172	1	-0.040614	0.016778	-2.4207	0.0156
WHS	1	-0.062290	0.085914	-0.7250	0.4686
BNHS	1	-0.00266832	0.065093	-0.0410	0.9673
OTH	1	-0.105881	0.089755	-1.1797	0.2383

Table C.8--continued

MODEL: MODEL01 SSE 1636.665 F RATIO 16.33
DEP VAR: PN08 DFE 1472 PROB>F 0.0001
  MSE 1.111865 R-SQUARE 0.1426

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.456790	0.276238	8.8937	0.0001
ADMIN	1	0.472627	0.113340	4.1700	0.0001
SUPER	1	-0.321257	0.089363	-3.5950	0.0003
V152	1	-0.069965	0.037097	-1.8860	0.0595
V156W	1	0.278842	0.068086	4.0954	0.0001
V157C	1	-0.168147	0.053679	-3.1325	0.0018
V158	1	0.096416	0.032735	2.9453	0.0033
V159A	1	0.054136	0.078444	0.6901	0.4902
V160	1	0.045340	0.019383	2.3391	0.0195
V165	1	-0.090317	0.071643	-1.2607	0.2076
V168	1	-0.174488	0.025521	-6.8370	0.0001
V169	1	0.072079	0.068448	1.0531	0.2925
V172	1	0.100932	0.019583	5.1540	0.0001
WHS	1	0.175920	0.100278	1.7543	0.0796
BNHS	1	0.194286	0.075976	2.5572	0.0107
OTH	1	0.228096	0.104761	2.1773	0.0296

Table C.8--continued

MODEL: MODEL01		SSE	1383.029	F RATIO	19.04
		DFE	1472	PROB>F	0.0001
DEP VAR: PM11		MSE	0.939558	R-SQUARE	0.1625

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.168551	0.253933	12.4779	0.0001
ADMIN	1	-0.374908	0.104188	-3.5984	0.0003
SUPER	1	0.425517	0.082147	5.1799	0.0001
V152	1	0.040177	0.034102	1.1782	0.2389
V156W	1	0.108151	0.062588	1.7280	0.0842
V157C	1	0.294786	0.049344	5.9741	0.0001
V158	1	-0.115055	0.030092	-3.8235	0.0001
V159A	1	-0.00957465	0.072110	-0.1328	0.8944
V160	1	-0.019144	0.017818	-1.0744	0.2828
V165	1	0.081583	0.065858	1.2388	0.2156
V168	1	0.132026	0.023461	5.6276	0.0001
V169	1	-0.210786	0.062921	-3.3500	0.0008
V172	1	-0.083568	0.018002	-4.6422	0.0001
WHS	1	0.165542	0.092181	1.7958	0.0727
BNHS	1	-0.041762	0.069841	-0.5980	0.5500
OTH	1	-0.046361	0.096302	-0.4814	0.6303

MODEL: MODEL01		SSE	1486.461	F RATIO	12.81
		DFE	1472	PROB>F	0.0001
DEP VAR: PM12		MSE	1.009824	R-SQUARE	0.1154

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.870514	0.263258	14.7024	0.0001
ADMIN	1	-0.156959	0.108014	-1.4531	0.1464
SUPER	1	0.297979	0.085164	3.4989	0.0005
V152	1	-0.00305754	0.035354	-0.0865	0.9311
V156W	1	-0.120294	0.064886	-1.8539	0.0640
V157C	1	0.190058	0.051156	3.7152	0.0002
V158	1	-0.093365	0.031197	-2.9928	0.0028
V159A	1	-0.000200256	0.074758	-0.0027	0.9979
V160	1	-0.037907	0.018472	-2.0521	0.0403
V165	1	0.102482	0.068276	1.5010	0.1336
V168	1	0.129513	0.024322	5.3249	0.0001
V169	1	-0.243688	0.065232	-3.7357	0.0002
V172	1	-0.095550	0.018663	-5.1197	0.0001
WHS	1	0.100810	0.095566	1.0549	0.2917
BNHS	1	-0.174204	0.072406	-2.4059	0.0163
OTH	1	-0.161983	0.099838	-1.6225	0.1049

Table C.8--continued

MODEL: MODEL01   SSE 896.980734   F RATIO 8.68
              DFE 1472   PROB>F 0.0001
DEP VAR: PM14   MSE 0.609362   R-SQUARE 0.0812

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.289217	0.204501	16.0841	0.0001
ADMIN	1	-0.229289	0.083906	-2.7327	0.0064
SUPER	1	0.414183	0.066156	6.2607	0.0001
V152	1	0.014244	0.027463	0.5187	0.6041
V156W	1	0.079701	0.050404	1.5812	0.1140
V157C	1	0.010026	0.039739	0.2523	0.8008
V158	1	-0.040951	0.024234	-1.6898	0.0913
V159A	1	-0.093429	0.058073	-1.6088	0.1079
V160	1	-0.052082	0.014349	-3.6296	0.0003
V165	1	0.091554	0.053038	1.7262	0.0845
V168	1	0.017033	0.018894	0.9015	0.3675
V169	1	-0.139915	0.050673	-2.7612	0.0058
V172	1	-0.050731	0.014498	-3.4993	0.0005
WHS	1	0.057633	0.074236	0.7763	0.4377
BNHS	1	0.081361	0.056245	1.4465	0.1482
OTH	1	-0.065068	0.077555	-0.8390	0.4016

MODEL: MODEL01   SSE 617.761067   F RATIO 7.90
              DFE 1472   PROB>F 0.0001
DEP VAR: PM15   MSE 0.419675   R-SQUARE 0.0745

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.960877	0.169713	17.4464	0.0001
ADMIN	1	-0.174479	0.069633	-2.5057	0.0123
SUPER	1	-0.175099	0.054902	3.1893	0.0015
V152	1	-0.051581	0.022791	-2.2632	0.0238
V156W	1	0.124299	0.041830	2.9715	0.0030
V157C	1	0.052507	0.032979	1.5922	0.1116
V158	1	-0.00752942	0.020111	-0.3744	0.7082
V159A	1	-0.187041	0.048194	-3.8810	0.0001
V160	1	-0.035955	0.011908	-3.0193	0.0026
V165	1	0.052010	0.044015	1.1816	0.2375
V168	1	0.030385	0.015680	1.9378	0.0528
V169	1	-0.090621	0.042052	-2.1549	0.0313
V172	1	-0.050351	0.012031	-4.1850	0.0001
WHS	1	-0.038477	0.061608	-0.6246	0.5324
BNHS	1	0.060070	0.046677	1.2869	0.1983
OTH	1	0.019225	0.064362	0.2987	0.7652

Table C.8--continued

MODEL: MODEL01

DEP VAR: PM17

	SSE	1187.213	F RATIO	7.43
	DFE	1472	PROB>F	0.0001
	MSE	0.806531	R-SQUARE	0.0704

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.803163	0.235271	11.9146	0.0001
ADMIN	1	-0.443940	0.096531	-4.5989	0.0001
SUPER	1	0.313586	0.076110	4.1202	0.0001
V152	1	0.033878	0.031595	1.0722	0.2838
V156W	1	-0.032109	0.057988	-0.5537	0.5799
V157C	1	0.067096	0.045718	1.4676	0.1424
V158	1	-0.108927	0.027880	-3.9070	0.0001
V159A	1	-0.125909	0.066811	-1.8846	0.0597
V160	1	-0.00791528	0.016508	-0.4795	0.6317
V165	1	0.072983	0.061018	1.1961	0.2319
V168	1	0.057631	0.021736	2.6514	0.0081
V169	1	0.109304	0.058297	1.8749	0.0610
V172	1	-0.044978	0.016679	-2.6967	0.0071
WHS	1	-0.042149	0.085406	-0.4935	0.6217
BNHS	1	-0.022301	0.064708	-0.3446	0.7304
OTH	1	-0.079279	0.089224	-0.8885	0.3744

MODEL: MODEL01

DEP VAR: PM18D

	SSE	675.458886	F RATIO	10.93
	DFE	1472	PROB>F	0.0001
	MSE	0.458872	R-SQUARE	0.1003

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.755483	0.177461	15.5272	0.0001
ADMIN	1	-0.124223	0.072812	-1.7061	0.0882
SUPER	1	0.336023	0.057409	5.8532	0.0001
V152	1	-0.00664905	0.023832	-0.2790	0.7803
V156W	1	0.173751	0.043740	3.9724	0.0001
V157C	1	0.071744	0.034484	2.0805	0.0377
V158	1	-0.054815	0.021030	-2.6066	0.0092
V159A	1	-0.206701	0.050394	-4.1017	0.0001
V160	1	-0.011055	0.012452	-0.8878	0.3748
V165	1	0.065494	0.046025	1.4230	0.1549
V168	1	0.032037	0.016395	1.9540	0.0509
V169	1	-0.129905	0.043972	-2.9542	0.0032
V172	1	-0.052977	0.012581	-4.2110	0.0001
WHS	1	-0.042760	0.064421	-0.6638	0.5069
BNHS	1	-0.00875112	0.048808	-0.1793	0.8577
OTH	1	0.043290	0.067301	0.6432	0.5202

Table C.8--continued

MODEL:	MODEL01		SSE	1561.801	F RATIO	24.08
DEP VAR:	PM19		DFE	1472	PROB>F	0.0001
			MSE	1.061006	R-SQUARE	0.1970

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.279275	0.269847	8.4466	0.0001
ADMIN	1	-0.176533	0.110717	-1.5945	0.1110
SUPER	1	0.295301	0.087295	3.3828	0.0007
V152	1	0.036878	0.036239	1.0176	0.3090
V156W	1	-0.652887	0.066510	-9.8163	0.0001
V157C	1	0.436668	0.052437	8.3275	0.0001
V158	1	-0.108632	0.031978	-3.3971	0.0007
V159A	1	0.007502898	0.076629	0.0979	0.9220
V160	1	-0.00906373	0.018935	-0.4787	0.6322
V165	1	0.180445	0.069985	2.5783	0.0100
V168	1	0.075773	0.024931	3.0393	0.0024
V169	1	0.093634	0.066864	1.4004	0.1616
V172	1	-0.098150	0.019130	-5.1307	0.0001
WHS	1	-0.330081	0.097958	-3.3696	0.0008
BNHS	1	-0.368421	0.074218	-4.9641	0.0001
OTH	1	-0.104291	0.102337	-1.0191	0.3083

MODEL:	MODEL01		SSE	970.440464	F RATIO	14.47
DEP VAR:	PM21B		DFE	1472	PROB>F	0.0001
			MSE	0.659267	R-SQUARE	0.1285

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.081603	0.212710	14.4873	0.0001
ADMIN	1	-0.269465	0.087274	-3.0876	0.0021
SUPER	1	0.558464	0.068812	8.1158	0.0001
V152	1	-0.025181	0.028566	-0.8815	0.3782
V156W	1	0.122328	0.052428	2.3333	0.0198
V157C	1	0.115539	0.041334	2.7953	0.0053
V158	1	-0.031600	0.025207	-1.2536	0.2102
V159A	1	-0.195071	0.060404	-3.2294	0.0013
V160	1	-0.027910	0.014925	-1.8700	0.0617
V165	1	0.166218	0.055167	3.0130	0.0026
V168	1	0.033483	0.019652	1.7038	0.0886
V169	1	-0.104142	0.052707	-1.9759	0.0484
V172	1	-0.042398	0.015080	-2.8116	0.0050
WHS	1	-0.070144	0.077217	-0.9084	0.3638
BNHS	1	-0.037224	0.058503	-0.6363	0.5247
OTH	1	-0.125524	0.080668	-1.5560	0.1199

Table C.8--continued

MODEL: MODEL01		SSE DFE MSE	1540.761 1472 1.046713	F RATIO PROB>F R-SQUARE	11.48 0.0001 0.1048
DEP VAR: PM23					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.133550	0.268023	11.6914	0.0001
ADMIN	1	-0.092215	0.109969	-0.8386	0.4019
SUPER	1	0.559897	0.086705	6.4575	0.0001
V152	1	0.003271246	0.035994	0.0909	0.9276
V156W	1	0.303341	0.066061	4.5918	0.0001
V157C	1	0.056844	0.052082	1.0914	0.2753
V158	1	-0.141412	0.031761	-4.4523	0.0001
V159A	1	-0.231928	0.076111	-3.0472	0.0024
V160	1	-0.022647	0.018807	-1.2042	0.2287
V165	1	0.045867	0.069512	0.6601	0.5093
V168	1	-0.000876761	0.024762	-0.0035	0.9972
V169	1	-0.167768	0.066412	-2.5262	0.0116
V172	1	-0.072928	0.019001	-3.8382	0.0001
WHS	1	-0.061334	0.097296	-0.6304	0.5285
BNHS	1	-0.116200	0.073716	-1.5763	0.1152
OTH	1	-0.023493	0.101645	-0.2311	0.8172

MODEL: MODEL01		SSE DFE MSE	1286.399 1472 0.873912	F RATIO PROB>F R-SQUARE	10.08 0.0001 0.0931
DEP VAR: PM31B					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	3.380297	0.244902	13.8027	0.0001
ADMIN	1	-0.333034	0.100482	-3.3144	0.0009
SUPER	1	0.237421	0.079226	2.9968	0.0028
V152	1	0.010055	0.032889	0.3057	0.7599
V156W	1	0.047074	0.060362	0.7799	0.4356
V157C	1	0.187036	0.047589	3.9302	0.0001
V158	1	-0.044286	0.029022	-1.5260	0.1272
V159A	1	-0.163869	0.069545	-2.3563	0.0186
V160	1	-0.016980	0.017184	-0.9881	0.3233
V165	1	0.086168	0.063516	1.3566	0.1751
V168	1	0.043557	0.022626	1.9251	0.0544
V169	1	-0.297403	0.060683	-4.9009	0.0001
V172	1	-0.087844	0.017362	-5.0596	0.0001
WHS	1	0.030989	0.088902	0.3486	0.7275
BNHS	1	0.110887	0.067357	1.6463	0.0999
OTH	1	0.037494	0.092877	0.4037	0.6865

Table C.8--continued

MODEL: MODEL01
DEP VAR: UNIONSAT

	SSE	857.809522		F RATIO	7.69
	DFE	1472		PROB>F	0.0001
	MSE	0.582751		R-SQUARE	0.0727

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.948998	0.199986	14.7460	0.0001
ADMIN	1	-0.277131	0.082054	-3.3774	0.0008
SUPER	1	-0.054903	0.064695	-0.8486	0.3962
V152	1	-0.070073	0.026857	-2.6091	0.0092
V156W	1	0.166901	0.049292	3.3860	0.0007
V157C	1	0.156653	0.038861	4.0311	0.0001
V158	1	-0.014913	0.023699	-0.6293	0.5293
V159A	1	-0.169068	0.056791	-2.9770	0.0030
V160	1	-0.029660	0.014033	-2.1137	0.0347
V165	1	-0.132678	0.051867	-2.5581	0.0106
V168	1	0.055067	0.018476	2.9804	0.0029
V169	1	0.035858	0.049554	0.7236	0.4694
V172	1	-0.031295	0.014177	-2.2074	0.0274
WHS	1	-0.198470	0.072597	-2.7338	0.0063
BWHS	1	0.133890	0.055004	2.4342	0.0150
OTH	1	-0.083609	0.075843	-1.1024	0.2705

Table C.8--continued

MODEL: MODEL01

DEP VAR: PM26

			SSE	98.448706	F RATIO	1.81
			DFE	189	PROB>F	0.0392
			MSE	0.520893	R-SQUARE	0.1184

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	1.867282	0.511004	3.6541	0.0003
ADMIN	1	-0.098925	0.205181	-0.4821	0.6303
V152	1	-0.054580	0.068210	-0.8002	0.4246
V156W	1	-0.044365	0.125480	-0.3536	0.7241
V157C	1	0.288051	0.095793	3.0070	0.0030
V158	1	0.084250	0.060476	1.3931	0.1652
V159A	1	-0.401488	0.145298	-2.7632	0.0063
V160	1	0.029859	0.035895	0.8318	0.4066
V165	1	-0.042610	0.131973	-0.3229	0.7471
V168	1	0.028136	0.047245	0.5955	0.5522
V169	1	0.179865	0.126578	1.4210	0.1570
V172	1	-0.018928	0.036277	-0.5218	0.6024
WHS	1	0.197778	0.185761	1.0647	0.2884
BNHS	1	0.398684	0.140733	2.8329	0.0051
OTH	1	0.234017	0.194018	1.2062	0.2293

MODEL: MODEL01

DEP VAR: PM27

			SSE	104.203811	F RATIO	4.50
			DFE	189	PROB>F	0.0001
			MSE	0.551343	R-SQUARE	0.2501

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	1.837277	0.525728	3.4947	0.0006
ADMIN	1	-0.112459	0.211093	-0.5327	0.5948
V152	1	-0.114256	0.070176	-1.6281	0.1052
V156W	1	0.210899	0.129096	1.6337	0.1040
V157C	1	0.586230	0.098554	5.9483	0.0001
V158	1	0.210316	0.062219	3.3803	0.0009
V159A	1	-0.418410	0.149484	-2.7990	0.0057
V160	1	-0.035491	0.036929	-0.9610	0.3378
V165	1	0.029349	0.135776	0.2162	0.8291
V168	1	-0.040172	0.048606	-0.8265	0.4096
V169	1	-0.107289	0.130225	-0.8239	0.4110
V172	1	-0.057001	0.037322	-1.5273	0.1284
WHS	1	-0.188688	0.191114	-0.9873	0.3248
BNHS	1	-0.097389	0.144788	-0.6726	0.5020
OTH	1	0.274399	0.199608	1.3747	0.1709

Table C.8--continued

MODEL: MODEL01
DEP VAR: PM28D

		SSE	91.933175	F RATIO	2.55
		DFE	189	PROB>F	0.0023
		MSE	0.486419	R-SQUARE	0.1587

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.525716	0.493805	5.1148	0.0001
ADMIN	1	-0.232059	0.198275	-1.1704	0.2433
V152	1	0.119011	0.065915	1.8055	0.0726
V156W	1	0.032930	0.121257	0.2716	0.7862
V157C	1	0.319014	0.092569	3.4462	0.0007
V158	1	-0.037018	0.058441	-0.6334	0.5272
V159A	1	-0.547044	0.140408	-3.8961	0.0001
V160	1	-0.022554	0.034687	0.6502	0.5163
V165	1	-0.040413	0.127531	-0.3169	0.7517
V168	1	0.025384	0.045655	0.5560	0.5789
V169	1	0.020606	0.122318	0.1685	0.8664
V172	1	-0.066759	0.035056	-1.9044	0.0584
WHS	1	-0.014627	0.179509	-0.0815	0.9351
BNHS	1	0.068658	0.135997	0.5049	0.6142
OTH	1	0.158408	0.187488	0.8449	0.3992

MODEL: MODEL01
DEP VAR: PM30

		SSE	84.057742	F RATIO	1.37
		DFE	189	PROB>F	0.1731
		MSE	0.444750	R-SQUARE	0.0919

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB>|T|
INTERCEPT	1	2.659249	0.472181	5.6318	0.0001
ADMIN	1	-0.153469	0.189592	-0.8095	0.4193
V152	1	-0.027986	0.063028	-0.4440	0.6575
V156W	1	0.020415	0.115947	0.1761	0.8604
V157C	1	0.282557	0.088516	3.1922	0.0017
V158	1	0.004857772	0.055842	0.0869	0.9308
V159A	1	-0.343833	0.134259	-2.5610	0.0112
V160	1	-0.00764323	0.033168	-0.2304	0.8180
V165	1	-0.096129	0.121946	-0.7883	0.4315
V168	1	0.015166	0.043655	0.3474	0.7287
V169	1	0.043722	0.116961	0.3738	0.7090
V172	1	-0.026956	0.033521	-0.8042	0.4223
WHS	1	0.068749	0.171648	0.4005	0.6892
BNHS	1	0.176072	0.130041	1.3540	0.1774
OTH	1	0.089515	0.179277	0.4993	0.6181

Table C.9

RESULTS OF FACTOR ANALYSES

Alpha	Factor Name	Questions
	Questions Answered by All Respondents	
.939	Satisfaction with Supervisor/ Work Unit	V4, V5, V11, V14, V15, V19, V21, V23, V28, V31, V34, V39, V50, V55, V75, V89, V94, V96, V100
.880	Organizational Climate	V7, V13, V20, V24, V40, V52, V66, V84, V98, V101, V102
.837	Organizational Involvement	V10, V16, V42, V44, V53, V62, V72, V73, V80, V95, V97, V120, V121, V123
.813	Pay-Performance Link	V2, V27, V29, V79, V82, V114, V115, V116
.846	Importance of Intrinsic/ Extrinsic Rewards	V120, V121, V122, V123, V124, V125, V126, V127
.801	Pay Satisfaction	V8, V22, V30, V70, V81, V87
.862	Satisfaction with Union	V45, V107, V108, V109, V110
.780	Intrinsic Job Satisfaction	V54, V58, V90
	Supervisor Questions	
.862	Support from Management/ Sufficient Authority	V128, V132, V133, V134, V136, V140, V141, V142, V146, V147, V148
.710	Supportiveness of Personnel Office	V134, V137, V143, V149
.532	Willingness to Recommend Staff Reductions	V130, V144

Table C.10

RESPONSE DISTRIBUTIONS FOR INDIVIDUAL QUESTIONS

(In percent)

("OTHNON" = Comparison sites, nonsupervisors,
 "OTHSUP" = Comparison sites, supervisors,
 "SMNON" = Sacramento, nonsupervisors,
 "SMSUP" = Sacramento, supervisors)

GENERAL ITEMS

V1   MISSING = 7

	1	2	3	4	5	TOTAL
OTHNON	4.47	10.39	4.54	57.43	23.16	1520
OTHSUP	1.91	7.96	3.18	62.74	24.20	628
SMNON	4.41	12.43	5.37	55.49	22.29	1247
SMSUP	3.01	9.64	2.41	56.63	28.31	166

V2   MISSING = 10

	1	2	3	4	5	TOTAL
OTHNON	27.63	40.86	7.30	19.74	4.47	1520
OTHSUP	18.98	39.39	3.35	33.17	5.10	627
SMNON	36.47	37.99	7.07	14.62	3.86	1245
SMSUP	27.71	39.76	7.23	22.29	3.01	166

V3   MISSING = 11

	1	2	3	4	5	TOTAL
OTHNON	2.90	23.27	34.87	29.33	9.62	1517
OTHSUP	5.73	39.49	17.52	29.78	7.48	628
SMNON	5.70	23.60	41.57	21.27	7.87	1246
SMSUP	6.02	34.94	21.08	28.92	9.04	166

V4   MISSING = 7

	1	2	3	4	5	TOTAL
OTHNON	10.93	21.20	6.78	47.93	13.17	1519
OTHSUP	4.30	7.64	3.18	60.51	24.36	628
SMNON	12.74	23.96	9.62	42.71	10.98	1248
SMSUP	4.82	19.88	6.63	45.78	22.89	166

Table C.10--continued

V5   MISSING = 9

	1	2	3	4	5	TOTAL
OTHNON	21.86	43.78	7.90	22.51	3.95	1519
OTHSUP	5.74	45.14	6.38	38.92	3.83	627
SMNON	30.71	44.43	7.30	14.43	3.13	1247
SMSUP	15.66	51.81	4.22	24.10	4.22	166

V6   MISSING = 10

	1	2	3	4	5	TOTAL
OTHNON	7.65	24.67	13.59	36.54	17.55	1516
OTHSUP	4.78	28.03	7.01	41.72	18.47	628
SMNON	7.69	20.83	13.62	35.34	22.52	1248
SMSUP	8.43	19.88	9.04	45.78	16.87	166

V7   MISSING = 26

	1	2	3	4	5	TOTAL
OTHNON	1.72	24.37	23.71	35.63	14.57	1510
OTHSUP	10.86	51.28	12.94	18.85	6.07	626
SMNON	1.05	11.76	25.38	37.23	24.58	1241
SMSUP	6.67	36.36	21.82	24.24	10.91	165

V8   MISSING = 25

	1	2	3	4	5	TOTAL
OTHNON	21.99	34.81	5.15	33.49	4.56	1514
OTHSUP	13.62	30.13	3.04	46.79	6.41	624
SMNON	29.49	35.70	5.72	26.19	2.90	1241
SMSUP	14.63	34.76	2.44	39.63	8.54	164

Table C.10--continued

V9   MISSING = 25

	1	2	3	4	5	TOTAL
OTHNON	12.89	33.05	20.82	27.36	5.88	1513
OTHSUP	9.76	41.12	12.00	31.36	5.76	625
SMNON	18.55	34.11	25.48	16.45	5.40	1240
SMSUP	15.76	41.82	16.36	18.79	7.27	165

V10   MISSING = 22

	1	2	3	4	5	TOTAL
OTHNON	2.97	6.61	10.44	56.31	23.66	1513
OTHSUP	0.80	1.76	3.85	49.52	44.07	624
SMNON	4.26	8.12	16.24	50.40	20.98	1244
SMSUP	1.82	4.24	5.45	48.48	40.00	165

V11   MISSING = 22

	1	2	3	4	5	TOTAL
OTHNON	9.31	22.59	14.93	44.32	8.85	1514
OTHSUP	1.60	12.64	6.72	61.28	17.76	625
SMNON	9.98	23.91	18.92	40.50	6.68	1242
SMSUP	6.67	18.79	12.73	50.91	10.91	165

V12   MISSING = 25

	1	2	3	4	5	TOTAL
OTHNON	11.70	28.95	18.90	32.58	7.87	1513
OTHSUP	4.64	24.96	17.12	44.32	8.96	625
SMNON	17.42	32.02	18.87	24.44	7.26	1240
SMSUP	9.09	28.48	17.58	37.58	7.27	165

Table C.10--continued

V13   MISSING = 23

	1	2	3	4	5	TOTAL
OTHNON	3.77	18.58	11.84	38.62	27.18	1512
OTHSUP	6.56	33.60	11.36	36.32	12.16	625
SMNON	2.41	9.25	13.76	37.17	37.41	1243
SMSUP	1.21	16.36	13.33	42.42	26.67	165

V14   MISSING = 27

	1	2	3	4	5	TOTAL
OTHNON	9.86	21.97	5.56	50.96	11.65	1511
OTHSUP	2.56	16.32	6.40	56.80	17.92	625
SMNON	17.18	27.02	7.50	39.27	9.03	1240
SMSUP	9.09	24.85	13.33	43.03	⁻9.70	165

V15   MISSING = 27

	1	2	3	4	5	TOTAL
OTHNON	16.29	35.50	12.12	30.07	6.03	1510
OTHSUP	5.77	28.85	8.49	47.60	9.29	624
SMNON	25.68	35.75	12.24	22.14	4.19	1242
SMSUP	13.33	27.27	11.52	41.21	6.67	165

V16   MISSING = 26

	1	2	3	4	5	TOTAL
OTHNON	4.63	20.52	15.42	46.46	12.97	1511
OTHSUP	1.28	14.74	8.97	55.61	19.39	624
SMNON	7.65	22.46	17.39	41.79	10.71	1242
SMSUP	1.82	13.94	9.09	45.45	29.70	165

Table C.10--continued

V17   MISSING = 23

	1	2	3	4	5	TOTAL
OTHNON	6.55	20.70	4.76	53.04	14.95	1512
OTHSUP	2.24	17.76	2.72	58.40	18.88	625
SMNON	9.01	21.00	5.95	52.05	11.99	1243
SMSUP	5.45	22.42	2.42	51.52	18.18	165

V18   MISSING = 24

	1	2	3	4	5	TOTAL
OTHNON	13.43	37.63	9.85	32.80	6.28	1512
OTHSUP	3.84	29.92	9.92	50.24	6.08	625
SMNON	19.40	40.26	11.84	24.72	3.78	1242
SMSUP	11.52	40.00	10.91	32.73	⁻4.85	165

V19   MISSING = 25

	1	2	3	4	5	TOTAL
OTHNON	14.62	22.75	11.31	39.09	12.24	1512
OTHSUP	4.33	18.27	6.73	54.81	15.87	624
SMNON	19.32	21.58	15.78	33.74	9.58	1242
SMSUP	8.48	18.18	15.15	46.06	12.12	165

V20   MISSING = 23

	1	2	3	4	5	TOTAL
OTHNON	36.00	32.69	7.61	20.71	2.98	1511
OTHSUP	16.48	31.52	6.72	37.92	7.36	625
SMNON	47.19	31.11	8.68	10.85	2.17	1244
SMSUP	26.67	29.70	9.09	26.67	7.88	165

Table C.10--continued

V21   MISSING = 25

	1	2	3	4	5	TOTAL
OTHNON	16.07	28.17	8.73	39.48	7.54	1512
OTHSUP	5.44	24.96	8.80	51.68	9.12	625
SMNON	24.58	31.83	10.48	27.40	5.72	1241
SMSUP	13.33	30.91	10.30	38.18	7.27	165

V22   MISSING = 34

	1	2	3	4	5	TOTAL
OTHNON	5.78	23.11	31.81	25.50	13.81	1506
OTHSUP	4.96	24.96	22.24	32.64	15.20	625
SMNON	3.63	14.78	27.38	29.64	24.56	1238
SMSUP	4.85	18.18	22.42	36.97	17.58	165

V23   MISSING = 36

	1	2	3	4	5	TOTAL
OTHNON	12.82	26.51	23.72	29.17	7.77	1505
OTHSUP	5.59	20.13	14.38	46.17	13.74	626
SMNON	16.18	26.38	25.81	24.27	7.36	1236
SMSUP	7.27	20.61	19.39	40.61	12.12	165

V24   MISSING = 35

	1	2	3	4	5	TOTAL
OTHNON	34.02	35.95	8.17	16.15	5.71	1505
OTHSUP	12.80	30.88	6.56	39.84	9.92	625
SMNON	41.03	33.68	8.32	12.92	4.04	1238
SMSUP	23.64	23.64	11.52	33.33	7.88	165

Table C.10--continued

V25   MISSING = 37

	1	2	3	4	5	TOTAL
OTHNON	5.38	13.36	8.11	56.74	16.41	1505
OTHSUP	1.76	8.47	7.51	64.06	18.21	626
SMNON	8.91	14.82	11.26	51.09	13.93	1235
SMSUP	3.64	8.48	4.24	57.58	26.06	165

V26   MISSING = 34

	1	2	3	4	5	TOTAL
OTHNON	5.98	15.42	15.88	36.08	26.64	1505
OTHSUP	8.16	24.64	16.96	35.36	14.88	625
SMNON	7.10	15.01	18.16	30.35	29.38	1239
SMSUP	9.09	21.82	16.97	27.27	24.85	165

V27   MISSING = 33

	1	2	3	4	5	TOTAL
OTHNON	25.65	36.74	12.09	19.27	6.25	1505
OTHSUP	9.44	34.08	14.08	33.12	9.28	625
SMNON	34.60	36.94	11.45	13.06	3.95	1240
SMSUP	21.21	27.27	16.36	27.27	7.88	165

V28   MISSING = 33

	1	2	3	4	5	TOTAL
OTHNON	5.64	18.66	12.62	50.20	12.88	1506
OTHSUP	0.80	9.27	9.90	62.30	17.73	626
SMNON	9.77	24.15	15.11	41.84	9.13	1238
SMSUP	4.24	15.15	14.55	48.48	17.58	165

Table C.10--continued

V29   MISSING = 34

	1	2	3	4	5	TOTAL
OTHNON	29.59	48.60	7.85	12.30	1.66	1504
OTHSUP	20.29	49.20	6.23	20.77	3.51	626
SMNON	42.45	43.34	6.62	6.78	0.81	1239
SMSUP	27.88	53.94	7.88	8.48	1.82	165

V30   MISSING = 38

	1	2	3	4	5	TOTAL
OTHNON	11.23	37.28	24.58	21.33	5.58	1505
OTHSUP	11.70	40.38	21.31	23.56	3.04	624
SMNON	7.69	24.43	29.37	27.83	10.68	1236
SMSUP	12.73	26.67	20.61	30.91	‾9.09	165

V31   MISSING = 32

	1	2	3	4	5	TOTAL
OTHNON	11.28	19.18	12.28	43.40	13.87	1507
OTHSUP	5.76	15.68	7.84	54.72	16.00	625
SMNON	16.06	21.63	14.04	37.93	10.33	1239
SMSUP	7.88	14.55	13.33	52.73	11.52	165

V32   MISSING = 35

	1	2	3	4	5	TOTAL
OTHNON	19.73	32.89	20.20	25.38	1.79	1505
OTHSUP	15.02	28.43	13.10	40.10	3.35	626
SMNON	31.50	32.39	20.03	14.54	1.53	1238
SMSUP	25.61	31.71	15.85	24.39	2.44	164

Table C.10--continued

V33   MISSING = 32

	1	2	3	4	5	TOTAL
OTHNON	13.01	23.77	10.82	44.69	7.70	1506
OTHSUP	3.83	13.42	8.63	58.95	15.18	626
SMNON	23.41	27.76	13.40	29.94	5.49	1239
SMSUP	7.88	20.61	9.70	47.88	13.94	165

V34   MISSING = 32

	1	2	3	4	5	TOTAL
OTHNON	12.34	25.15	14.66	37.96	9.89	1507
OTHSUP	4.80	14.56	9.92	52.64	18.08	625
SMNON	22.20	24.54	18.72	28.81	5.73	1239
SMSUP	7.88	15.76	14.55	47.88	13.94	165

V35   MISSING = 32

	1	2	3	4	5	TOTAL
OTHNON	17.98	31.12	8.89	36.76	5.24	1507
OTHSUP	5.92	28.00	9.76	49.28	7.04	625
SMNON	33.09	33.01	12.19	19.77	1.94	1239
SMSUP	23.03	33.94	11.52	25.45	6.06	165

V36   MISSING = 35

	1	2	3	4	5	TOTAL
OTHNON	32.14	42.10	12.55	10.42	2.79	1506
OTHSUP	24.60	45.85	13.42	13.42	2.72	626
SMNON	20.79	21.20	31.15	21.36	5.50	1236
SMSUP	13.94	12.73	24.85	40.61	7.88	165

Table C.10--continued

'37   MISSING = 36

	1	2	3	4	5	TOTAL
OTHNON	9.99	36.22	17.38	30.76	5.66	1502
OTHSUP	4.34	27.33	11.09	49.04	8.20	622
SMNON	15.62	39.86	15.30	22.95	6.28	1242
SMSUP	9.04	31.33	13.86	36.75	9.04	166

V38   MISSING = 29

	1	2	3	4	5	TOTAL
OTHNON	2.72	21.30	15.20	44.99	15.79	1507
OTHSUP	1.77	25.68	11.24	45.91	15.41	623
SMNON	2.09	13.03	13.76	44.97	26.15	1243
SMSUP	2.41	11.45	10.84	45.78	29.52	166

V39   MISSING = 30

	1	2	3	4	5	TOTAL
OTHNON	10.76	33.42	17.74	34.68	3.39	1505
OTHSUP	3.69	21.31	12.18	55.61	7.21	624
SMNON	18.42	32.50	18.74	27.51	2.82	1243
SMSUP	4.22	31.33	18.67	40.36	5.42	166

V40   MISSING = 30

	1	2	3	4	5	TOTAL
OTHNON	28.35	36.19	16.14	17.66	1.66	1506
OTHSUP	8.83	25.52	19.58	40.45	5.62	623
SMNON	42.64	32.66	16.41	7.48	0.80	1243
SMSUP	16.27	39.16	18.07	24.10	2.41	166

Table C.10--continued

V41   MISSING = 28

	1	2	3	4	5	TOTAL
OTHNON	12.86	39.52	17.37	25.07	5.17	1508
OTHSUP	3.05	20.22	11.40	53.13	12.20	623
SMNON	15.45	34.51	21.24	22.20	6.60	1243
SMSUP	6.02	25.90	15.06	44.58	8.43	166

V42   MISSING = 29

	1	2	3	4	5	TOTAL
OTHNON	2.85	8.49	16.98	51.46	20.23	1508
OTHSUP	0.96	4.33	3.85	56.57	34.29	624
SMNON	4.43	6.84	16.34	49.28	23.11	1242
SMSUP	1.82	3.64	6.06	46.67	41.82	165

V43   MISSING = 30

	1	2	3	4	5	TOTAL
OTHNON	8.96	13.80	5.97	50.17	21.10	1507
OTHSUP	3.37	10.90	6.09	55.77	23.88	624
SMNON	10.88	15.95	8.22	48.11	16.84	1241
SMSUP	3.61	10.84	9.64	54.82	21.08	166

V44   MISSING = 31

	1	2	3	4	5	TOTAL
OTHNON	1.40	4.72	8.78	57.58	27.53	1504
OTHSUP	0.32	3.04	3.85	55.29	37.50	624
SMNON	2.41	5.15	10.62	58.89	22.93	1243
SMSUP	0.60	3.01	4.22	51.20	40.96	166

Table C.10--continued

V45   MISSING = 34

	1	2	3	4	5	TOTAL
OTHNON	18.14	21.00	44.12	14.62	2.13	1505
OTHSUP	20.06	37.08	29.70	12.68	.48	623
SMNON	24.58	21.60	41.58	10.88	1.37	1241
SMSUP	20.00	29.09	35.15	13.33	2.42	165

V46   MISSING = 30

	1	2	3	4	5	TOTAL
OTHNON	12.02	35.46	19.72	29.48	3.32	1506
OTHSUP	6.09	33.65	14.26	41.35	4.65	624
SMNON	21.66	39.37	17.95	18.28	2.74	1242
SMSUP	16.27	42.17	18.67	18.67	ˉ4.22	166

V47   MISSING = 33

	1	2	3	4	5	TOTAL
OTHNON	9.50	23.79	11.76	37.08	17.87	1505
OTHSUP	4.81	26.12	12.50	41.51	15.06	624
SMNON	13.38	22.24	14.67	33.04	16.68	1241
SMSUP	6.06	30.30	15.15	33.33	15.15	165

V48   MISSING = 35

	1	2	3	4	5	TOTAL
OTHNON	13.71	31.80	22.95	27.48	4.06	1503
OTHSUP	11.06	31.89	14.26	37.02	5.77	624
SMNON	22.79	33.57	19.48	20.05	4.11	1242
SMSUP	21.95	36.59	19.51	18.90	3.05	164

Table C.10--continued

V49   MISSING = 32

	1	2	3	4	5	TOTAL
OTHNON	2.46	11.49	3.78	57.30	24.97	1506
OTHSUP	1.77	8.67	3.53	64.04	21.99	623
SMNON	3.30	12.56	6.44	55.07	22.62	1242
SMSUP	0.61	9.09	5.45	55.76	29.09	165

V50   MISSING = 32

	1	2	3	4	5	TOTAL
OTHNON	12.28	33.47	12.62	36.25	5.38	1506
OTHSUP	4.17	24.24	14.13	48.80	8.67	623
SMNON	20.61	39.13	14.73	22.54	2.98	1242
SMSUP	6.67	33.33	17.58	35.15	7.27	165

V51   MISSING = 36

	1	2	3	4	5	TOTAL
OTHNON	14.89	46.68	10.90	21.54	5.98	1504
OTHSUP	16.08	53.86	9.65	17.68	2.73	622
SMNON	15.15	40.77	16.28	21.11	6.69	1241
SMSUP	14.55	43.03	15.76	22.42	4.24	165

V52   MISSING = 30

	1	2	3	4	5	TOTAL
OTHNON	1.93	9.83	14.08	40.37	33.80	1506
OTHSUP	3.51	20.57	16.27	42.11	17.54	627
SMNON	2.58	5.08	15.81	40.16	36.37	1240
SMSUP	4.24	10.91	12.12	44.24	28.48	165

Table C.10--continued

V53   MISSING = 26

	1|	2|	3|	4|	5|	TOTAL
OTHNON	1.59	6.96	7.95	67.53	15.97	1509
OTHSUP	0.48	1.11	2.55	67.52	28.34	628
SMNON	2.90	7.50	12.82	60.56	16.21	1240
SMSUP	0.61	1.21	4.24	61.82	32.12	165

V54   MISSING = 28

	1|	2|	3|	4|	5|	TOTAL
OTHNON	6.43	8.61	11.07	55.67	18.22	1509
OTHSUP	1.59	4.62	5.89	56.37	31.53	628
SMNON	10.02	12.52	15.35	49.84	12.28	1238
SMSUP	4.24	9.70	10.30	52.73	23.03	165

V55   MISSING = 26

	1|	2|	3|	4|	5|	TOTAL
OTHNON	12.61	35.30	9.62	34.04	8.43	1507
OTHSUP	4.30	16.56	5.57	52.23	21.34	628
SMNON	21.34	35.91	10.63	25.60	6.52	1242
SMSUP	7.88	23.64	4.85	46.67	16.97	165

V56   MISSING = 28

	1|	2|	3|	4|	5|	TOTAL
OTHNON	9.16	33.91	19.97	32.18	4.78	1507
OTHSUP	2.88	22.04	14.54	50.80	9.74	626
SMNON	12.64	34.62	20.69	27.86	4.19	1242
SMSUP	3.03	25.45	16.97	45.45	9.09	165

Table C.10--continued

V57   MISSING = 28

	1	2	3	4	5	TOTAL
OTHNON	3.92	28.14	10.82	36.96	20.17	1507
OTHSUP	8.61	46.09	10.53	28.23	6.54	627
SMNON	5.72	21.60	13.30	34.73	24.66	1241
SMSUP	8.48	31.52	14.55	30.91	14.55	165

V58   MISSING = 27

	1	2	3	4	5	TOTAL
OTHNON	7.63	16.51	11.67	51.72	12.47	1508
OTHSUP	2.87	7.32	7.64	60.67	21.50	628
SMNON	11.45	22.42	15.73	43.55	6.85	1240
SMSUP	3.03	16.36	11.52	52.12	16.97	165

V59   MISSING = 30

	1	2	3	4	5	TOTAL
OTHNON	28.42	44.36	9.96	15.60	1.66	1506
OTHSUP	17.54	41.63	10.69	25.84	4.31	627
SMNON	38.63	41.21	9.03	9.68	1.45	1240
SMSUP	26.67	46.06	8.48	17.58	1.21	165

V60   MISSING = 31

	1	2	3	4	5	TOTAL
OTHNON	18.86	39.91	12.95	22.91	5.38	1506
OTHSUP	9.57	44.66	12.92	27.75	5.10	627
SMNON	20.82	32.93	20.90	19.94	5.41	1239
SMSUP	14.55	33.33	20.61	24.85	6.67	165

Table C.10--continued

V61   MISSING = 30

	1	2	3	4	5	TOTAL
OTHNON	9.62	26.21	8.43	42.87	12.87	1507
OTHSUP	3.19	13.58	5.91	57.51	19.81	626
SMNON	12.98	27.58	13.31	36.94	9.19	1240
SMSUP	5.45	15.15	13.33	48.48	17.58	165

V62   MISSING = 31

	1	2	3	4	5	TOTAL
OTHNON	4.12	16.95	15.29	51.93	11.70	1504
OTHSUP	0.48	6.05	7.96	60.19	25.32	628
SMNON	6.04	19.18	21.68	44.00	9.11	1241
SMSUP	1.83	9.76	7.32	53.66	27.44	164

V63   MISSING = 31

	1	2	3	4	5	TOTAL
OTHNON	14.02	43.65	23.39	15.15	3.79	1505
OTHSUP	10.86	53.83	17.25	16.29	1.76	626
SMNON	25.54	42.22	21.03	8.62	2.58	1241
SMSUP	20.00	52.73	16.36	7.88	3.03	165

V64   MISSING = 31

	1	2	3	4	5	TOTAL
OTHNON	9.09	22.89	27.60	29.13	11.28	1507
OTHSUP	7.18	30.62	20.57	30.14	11.48	627
SMNON	4.85	10.99	25.28	36.27	22.62	1238
SMSUP	1.82	13.33	13.33	46.06	25.45	165

Table C.10--continued

V65   MISSING = 33

	1	2	3	4	5	TOTAL
OTHNON	16.81	39.47	27.91	14.75	1.06	1505
OTHSUP	7.53	48.08	20.03	23.08	1.28	624
SMNON	20.63	40.45	31.35	6.69	0.89	1241
SMSUP	12.73	46.06	31.52	9.70	0.00	165

V66   MISSING = 28

	1	2	3	4	5	TOTAL
OTHNON	18.59	25.50	27.29	27.03	1.59	1506
OTHSUP	6.21	10.99	12.74	54.46	15.61	628
SMNON	28.04	24.17	32.39	13.94	1.45	1241
SMSUP	12.12	13.33	31.52	34.55	ˉ8.48	165

V67   MISSING = 34

	1	2	3	4	5	TOTAL
OTHNON	10.08	27.45	28.12	31.23	3.12	1508
OTHSUP	2.08	10.08	19.36	55.52	12.96	625
SMNON	11.31	29.89	27.79	25.12	5.90	1238
SMSUP	6.13	12.27	20.25	44.79	16.56	163

V68   MISSING = 31

	1	2	3	4	5	TOTAL
OTHNON	6.49	28.10	9.68	49.57	6.16	1509
OTHSUP	1.77	19.10	9.95	63.72	5.46	623
SMNON	7.65	29.15	13.45	43.16	6.60	1242
SMSUP	3.07	21.47	15.95	53.37	6.13	163

Table C.10--continued

V69   MISSING = 29

	1|	2|	3|	4|	5|	TOTAL
OTHNON	2.58	14.98	5.83	50.23	26.38	1509
OTHSUP	0.96	17.92	7.36	58.40	15.36	625
SMNON	5.31	22.06	6.76	42.51	23.35	1242
SMSUP	3.68	34.36	13.50	35.58	12.88	163

V70   MISSING = 33

	1|	2|	3|	4|	5|	TOTAL
OTHNON	7.10	23.56	22.16	40.54	6.64	1507
OTHSUP	6.56	25.76	17.44	43.52	6.72	625
SMNON	15.32	28.63	22.98	28.23	4.84	1240
SMSUP	14.11	27.61	23.31	28.83	⁻6.13	163

V71   MISSING = 31

	1|	2|	3|	4|	5|	TOTAL
OTHNON	8.35	25.71	17.76	41.68	6.49	1509
OTHSUP	3.68	20.64	9.76	55.36	10.56	625
SMNON	18.15	30.40	18.79	26.77	5.89	1240
SMSUP	9.82	38.04	15.95	34.97	1.23	163

V72   MISSING = 38

	1|	2|	3|	4|	5|	TOTAL
OTHNON	1.26	4.32	3.65	65.25	25.51	1505
OTHSUP	0.64	0.96	1.28	62.72	34.40	625
SMNON	2.51	6.87	6.95	62.65	21.02	1237
SMSUP	1.23	4.91	3.07	58.28	32.52	163

Table C.10--continued

V73   MISSING = 34

	1	2	3	4	5	TOTAL
OTHNON	3.19	21.70	20.17	46.25	8.69	1507
OTHSUP	1.12	10.08	12.32	61.60	14.88	625
SMNON	5.33	21.63	23.24	42.05	7.75	1239
SMSUP	2.45	11.04	16.56	54.60	15.34	163

V74   MISSING = 31

	1	2	3	4	5	TOTAL
OTHNON	10.27	30.95	10.54	40.23	8.02	1509
OTHSUP	2.72	13.62	7.05	60.58	16.03	624
SMNON	17.41	34.49	12.01	31.51	4.59	1241
SMSUP	4.29	19.02	10.43	53.37	12.88	163

V75   MISSING = 33

	1	2	3	4	5	TOTAL
OTHNON	8.15	20.54	8.02	54.47	8.81	1509
OTHSUP	2.88	13.76	5.76	61.44	16.16	625
SMNON	13.41	24.96	11.87	44.10	5.65	1238
SMSUP	2.45	19.02	10.43	58.28	9.82	163

V76   MISSING = 33

	1	2	3	4	5	TOTAL
OTHNON	8.96	24.22	21.96	40.15	4.71	1507
OTHSUP	3.37	12.50	9.62	59.62	14.90	624
SMNON	14.26	26.67	22.97	31.51	4.59	1241
SMSUP	7.98	17.79	12.88	52.15	9.20	163

Table C.10--continued

V77   MISSING = 32

	1	2	3	4	5	TOTAL
OTHNON	3.31	17.63	11.66	59.11	8.28	1509
OTHSUP	2.40	13.28	6.72	61.44	16.16	625
SMNON	7.18	21.87	15.98	48.99	5.97	1239
SMSUP	6.75	17.79	13.50	52.15	9.82	163

V78   MISSING = 40

	1	2	3	4	5	TOTAL
OTHNON	5.65	26.98	26.05	35.75	5.58	1505
OTHSUP	4.96	23.84	15.04	47.68	8.48	625
SMNON	11.17	26.88	28.74	29.47	3.72	1235
SMSUP	7.98	31.29	22.09	34.97	3.68	163

V79   MISSING = 36

	1	2	3	4	5	TOTAL
OTHNON	28.15	49.14	12.68	8.50	1.53	1506
OTHSUP	16.00	50.08	13.60	17.28	3.04	625
SMNON	26.17	41.44	23.10	8.08	1.21	1238
SMSUP	11.04	38.65	25.15	22.09	3.07	163

V80   MISSING = 36

	1	2	3	4	5	TOTAL
OTHNON	1.06	2.52	7.90	64.08	24.44	1506
OTHSUP	0.64	0.48	2.40	56.89	39.58	624
SMNON	1.78	3.55	9.69	60.94	24.05	1239
SMSUP	0.00	1.84	4.29	51.53	42.33	163

Table C.10--continued

V81   MISSING = 35

	1	2	3	4	5	TOTAL
OTHNON	14.61	31.61	11.29	38.78	3.72	1506
OTHSUP	7.37	26.28	8.49	51.60	6.25	624
SMNON	23.21	33.52	13.05	27.64	2.58	1241
SMSUP	12.96	26.54	8.02	44.44	8.02	162

V82   MISSING = 39

	1	2	3	4	5	TOTAL
OTHNON	25.92	54.83	9.13	8.26	1.87	1501
OTHSUP	14.06	59.58	9.27	13.42	3.67	626
SMNON	30.43	46.41	16.55	5.57	1.05	1239
SMSUP	17.18	51.53	14.72	12.88	3.68	163

V83   MISSING = 42

	1	2	3	4	5	TOTAL
OTHNON	9.61	39.63	13.74	28.95	8.07	1499
OTHSUP	2.24	27.36	9.28	45.28	15.84	625
SMNON	10.81	33.23	17.02	27.98	10.97	1240
SMSUP	9.26	37.65	11.11	27.78	14.20	162

V84   MISSING = 43

	1	2	3	4	5	TOTAL
OTHNON	4.27	18.67	11.93	38.13	27.00	1500
OTHSUP	5.93	41.83	8.17	33.49	10.58	624
SMNON	3.31	14.05	11.87	35.38	35.38	1238
SMSUP	7.36	24.54	8.59	38.65	20.86	163

Table C.10--continued

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V85     MISSING = 39
                     |      1|      2|      3|      4|      5|  TOTAL
           ----------+-------+-------+-------+-------+-------+
           OTHNON    | 20.80 | 39.87 | 11.47 | 19.27 |  8.60 |   1500
           ----------+-------+-------+-------+-------+-------+
           OTHSUP    | 29.55 | 41.69 |  9.27 | 14.22 |  5.27 |    626
           ----------+-------+-------+-------+-------+-------+
           SMNON     | 14.11 | 29.11 | 13.79 | 26.45 | 16.53 |   1240
           ----------+-------+-------+-------+-------+-------+
           SMSUP     | 22.70 | 34.97 | 12.27 | 19.02 | 11.04 |    163
           ----------+-------+-------+-------+-------+-------+


V86     MISSING = 41
                     |      1|      2|      3|      4|      5|  TOTAL
           ----------+-------+-------+-------+-------+-------+
           OTHNON    | 10.27 | 23.82 |  9.14 | 45.83 | 10.94 |   1499
           ----------+-------+-------+-------+-------+-------+
           OTHSUP    |  1.60 |  7.99 |  4.95 | 52.88 | 32.59 |    626
           ----------+-------+-------+-------+-------+------+
           SMNON     | 19.13 | 27.93 | 11.86 | 34.06 |  7.02 |   1239
           ----------+-------+-------+-------+-------+------+
           SMSUP     |  4.91 | 16.56 |  7.36 | 49.08 | 22.09 |    163
           ----------+-------+-------+-------+-------+-------+


V87     MISSING = 39
                     |      1|      2|      3|      4|      5|  TOTAL
           ----------+-------+-------+-------+-------+-------+
           OTHNON    | 10.21 | 28.02 | 27.89 | 31.62 |  2.27 |   1499
           ----------+-------+-------+-------+-------+-------+
           OTHSUP    | 10.38 | 33.23 | 17.25 | 34.19 |  4.95 |    626
           ----------+-------+-------+-------+-------+-------+
           SMNON     | 12.65 | 25.30 | 32.31 | 27.88 |  1.85 |   1241
           ----------+-------+-------+-------+-------+-------+
           SMSUP     | 14.11 | 26.38 | 22.70 | 31.90 |  4.91 |    163
           ----------+-------+-------+-------+-------+-------+


V88     MISSING = 39
                     |      1|      2|      3|      4|      5|  TOTAL
           ----------+-------+-------+-------+-------+-------+
           OTHNON    | 12.88 | 30.55 | 17.14 | 34.69 |  4.74 |   1499
           ----------+-------+-------+-------+-------+-------+
           OTHSUP    |  4.63 | 19.33 | 11.50 | 54.95 |  9.58 |    626
           ----------+-------+-------+-------+-------+-------+
           SMNON     | 23.21 | 36.42 | 18.86 | 19.02 |  2.50 |   1241
           ----------+-------+-------+-------+-------+-------+
           SMSUP     |  8.59 | 31.29 | 15.95 | 40.49 |  3.68 |    163
           ----------+-------+-------+-------+-------+-------+
```

Table C.10--continued

V89   MISSING = 40

	1	2	3	4	5	TOTAL
OTHNON	4.14	12.75	8.61	57.68	16.82	1498
OTHSUP	2.08	12.16	9.44	57.92	18.40	625
SMNON	8.05	21.26	9.02	50.00	11.67	1242
SMSUP	4.91	17.18	17.18	50.92	9.82	163

V90   MISSING = 40

	1	2	3	4	5	TOTAL
OTHNON	5.47	14.00	9.20	56.60	14.73	1500
OTHSUP	1.44	4.31	5.11	60.06	29.07	626
SMNON	8.88	18.64	11.62	49.31	11.54	1239
SMSUP	3.68	10.43	7.36	58.90	19.63	163

V91   MISSING = 43

	1	2	3	4	5	TOTAL
OTHNON	9.55	24.83	8.14	45.66	11.82	1498
OTHSUP	2.08	12.32	5.92	60.32	19.36	625
SMNON	14.85	31.96	11.86	35.43	5.89	1239
SMSUP	6.13	24.54	6.75	47.24	15.34	163

V92   MISSING = 42

	1	2	3	4	5	TOTAL
OTHNON	15.49	34.11	10.35	31.84	8.21	1498
OTHSUP	4.63	21.88	8.63	54.15	10.70	626
SMNON	23.16	34.95	10.90	25.26	5.73	1239
SMSUP	21.47	26.38	9.82	35.58	6.75	163

Table C.10--continued

V93   MISSING = 47

	1	2	3	4	5	TOTAL
OTHNON	12.68	25.55	49.30	11.61	0.87	1499
OTHSUP	6.57	25.96	39.58	25.32	2.56	624
SMNON	17.56	25.73	40.29	14.97	1.46	1236
SMSUP	12.96	25.93	29.63	29.01	2.47	162

V94   MISSING = 44

	1	2	3	4	5	TOTAL
OTHNON	17.55	36.96	12.01	30.89	2.60	1499
OTHSUP	4.48	19.36	8.32	60.32	7.52	625
SMNON	21.83	38.24	13.18	24.82	1.94	1237
SMSUP	8.59	24.54	8.59	51.53	6.75	163

V95   MISSING = 45

	1	2	3	4	5	TOTAL
OTHNON	5.61	22.11	15.23	48.10	8.95	1497
OTHSUP	1.76	16.61	7.83	58.95	14.86	626
SMNON	9.30	20.94	20.86	40.34	8.57	1237
SMSUP	4.29	7.36	17.18	53.37	17.79	163

V96   MISSING = 45

	1	2	3	4	5	TOTAL
OTHNON	15.33	20.80	17.20	37.87	8.80	1500
OTHSUP	6.55	12.94	14.06	53.83	12.62	626
SMNON	20.24	23.32	20.81	29.55	6.07	1235
SMSUP	8.64	17.90	17.90	45.68	9.88	162

Table C.10--continued

V97   MISSING = 48

	1	2	3	4	5	TOTAL
OTHNON	1.14	6.35	16.98	63.57	11.97	1496
OTHSUP	0.64	3.04	8.16	72.64	15.52	625
SMNON	1.46	5.82	21.83	55.05	15.84	1237
SMSUP	0.00	1.85	12.96	63.58	21.60	162

V98   MISSING = 39

	1	2	3	4	5	TOTAL
OTHNON	1.86	11.95	31.87	44.95	9.36	1506
OTHSUP	4.94	32.70	22.81	34.29	5.26	627
SMNON	2.44	6.99	28.76	45.74	16.08	1231
SMSUP	4.85	18.79	29.09	39.39	7.88	165

V99   MISSING = 36

	1	2	3	4	5	TOTAL
OTHNON	8.29	32.76	13.33	39.26	6.37	1508
OTHSUP	3.68	25.28	8.16	55.52	7.36	625
SMNON	12.88	35.17	17.99	29.01	4.94	1234
SMSUP	5.45	29.70	13.33	44.24	7.27	165

V100   MISSING = 32

	1	2	3	4	5	TOTAL
OTHNON	7.76	22.48	14.19	49.67	5.90	1508
OTHSUP	2.23	11.48	7.97	66.83	11.48	627
SMNON	11.97	25.97	18.45	39.89	3.72	1236
SMSUP	6.06	19.39	13.33	50.91	10.30	165

Table C.10--continued

V101   MISSING = 36

	1	2	3	4	5	TOTAL
OTHNON	1.59	15.13	14.00	49.77	19.51	1507
OTHSUP	4.79	38.18	8.63	40.10	8.31	626
SMNON	2.76	8.27	13.21	46.43	29.34	1234
SMSUP	4.85	21.82	13.33	42.42	17.58	165

V102   MISSING = 35

	1	2	3	4	5	TOTAL
OTHNON	33.44	39.22	12.48	13.87	1.00	1507
OTHSUP	16.61	32.43	13.26	34.03	3.67	626
SMNON	39.97	35.68	16.75	7.12	0.49	1236
SMSUP	25.00	34.76	15.85	20.73	¯3.66	164

V103   MISSING = 32

	1	2	3	4	5	TOTAL
OTHNON	6.70	19.03	15.45	53.18	5.64	1508
OTHSUP	2.07	11.64	7.97	65.87	12.44	627
SMNON	9.22	17.31	18.04	49.51	5.91	1236
SMSUP	4.85	6.06	15.15	62.42	11.52	165

V104   MISSING = 36

	1	2	3	4	5	TOTAL
OTHNON	11.69	32.87	14.41	22.31	18.73	1506
OTHSUP	7.97	37.32	8.93	29.98	15.79	627
SMNON	17.67	27.07	18.07	19.94	17.26	1234
SMSUP	15.15	25.45	11.52	24.24	23.64	165

Table C.10--continued

V105   MISSING = 42

	1	2	3	4	5	TOTAL
OTHNON	12.58	31.23	22.50	18.91	14.78	1502
OTHSUP	24.64	39.36	15.04	13.44	7.52	625
SMNON	11.34	23.72	27.21	19.27	18.46	1235
SMSUP	28.05	23.17	20.73	14.02	14.02	164

V106   MISSING = 38

	1	2	3	4	5	TOTAL
OTHNON	12.55	20.32	11.29	40.77	15.07	1506
OTHSUP	4.63	15.95	8.13	52.31	18.98	627
SMNON	17.05	21.92	13.47	36.36	11.20	1232
SMSUP	7.27	15.76	10.30	44.85	21.82	165

V107   MISSING = 86

	1	2	3	4	5	TOTAL
OTHNON	13.46	14.40	57.13	13.39	1.62	1486
OTHSUP	15.51	17.29	52.50	12.60	2.10	619
SMNON	20.76	18.45	53.05	7.00	0.74	1214
SMSUP	17.79	17.79	52.76	10.43	1.23	163

V108   MISSING = 86

	1	2	3	4	5	TOTAL
OTHNON	16.99	23.60	41.74	16.79	0.88	1483
OTHSUP	15.99	21.32	42.49	18.90	1.29	619
SMNON	22.51	23.66	43.39	9.86	0.58	1217
SMSUP	20.86	19.63	49.08	10.43	0.00	163

Table C.10--continued

V109   MISSING = 87

	1	2	3	4	5	TOTAL
OTHNON	25.13	27.96	34.57	11.25	1.08	1484
OTHSUP	20.58	22.04	39.22	16.53	1.62	617
SMNON	32.70	25.23	34.26	7.07	0.74	1217
SMSUP	23.93	20.25	44.17	10.43	1.23	163

V110   MISSING = 88

	1	2	3	4	5	TOTAL
OTHNON	17.23	17.63	50.61	13.19	1.35	1486
OTHSUP	17.05	14.61	49.51	17.21	1.62	616
SMNON	22.96	18.52	48.23	9.63	0.66	1215
SMSUP	17.18	18.40	48.47	14.72	1.23	163

V114   MISSING = 60

	1	2	3	4	5	TOTAL
OTHNON	19.76	18.35	22.78	20.36	18.75	1488
OTHSUP	9.55	15.05	21.04	27.83	26.54	618
SMNON	22.70	17.61	21.08	18.98	19.63	1238
SMSUP	16.46	17.07	17.68	18.29	30.49	164

V115   MISSING = 65

	1	2	3	4	5	TOTAL
OTHNON	24.46	19.54	25.40	19.27	11.32	1484
OTHSUP	12.94	11.97	24.60	24.92	25.57	618
SMNON	30.56	18.03	23.69	16.09	11.64	1237
SMSUP	23.17	16.46	16.46	18.90	25.00	164

Table C.10--continued

V116   MISSING = 56

```
            |      1|      2|      3|      4|      5|  TOTAL
   ---------+-------+-------+-------+-------+-------+
   OTHNON   | 18.39 | 18.26 | 25.10 | 24.16 | 14.09 |  1490
   ---------+-------+-------+-------+-------+-------+
   OTHSUP   |  8.71 | 10.65 | 21.29 | 33.55 | 25.81 |   620
   ---------+-------+-------+-------+-------+-------+
   SMNON    | 21.49 | 17.37 | 26.17 | 22.13 | 12.84 |  1238
   ---------+-------+-------+-------+-------+-------+
   SMSUP    | 14.02 | 11.59 | 20.12 | 27.44 | 26.83 |   164
   ---------+-------+-------+-------+-------+-------+
```

V117   MISSING = 58

```
            |      1|      2|      3|      4|      5|  TOTAL
   ---------+-------+-------+-------+-------+-------+
   OTHNON   | 25.39 | 19.88 | 24.04 | 17.66 | 13.03 |  1489
   ---------+-------+-------+-------+-------+-------+
   OTHSUP   | 26.66 | 18.58 | 24.72 | 16.96 | 13.09 |   619
   ---------+-------+-------+-------+-------+-------+
   SMNON    | 27.38 | 18.50 | 24.23 | 15.67 | 14.22 |  1238
   ---------+-------+-------+-------+-------+-------+
   SMSUP    | 33.54 | 25.00 | 15.24 | 10.37 | 15.85 |   164
   ---------+-------+-------+-------+-------+-------+
```

V118   MISSING = 76

```
            |      1|      2|  TOTAL
   ---------+-------+-------+
   OTHNON   | 28.41 | 71.59 |  1482
   ---------+-------+-------+
   OTHSUP   | 40.94 | 59.06 |   618
   ---------+-------+-------+
   SMNON    | 35.42 | 64.42 |  1229
   ---------+-------+-------+
   SMSUP    | 47.85 | 52.15 |   163
   ---------+-------+-------+
```

V119   MISSING = 63

```
            |      1|      2|      3|      4|      5|  TOTAL
   ---------+-------+-------+-------+-------+-------+
   OTHNON   |  0.74 |  1.08 |  9.82 | 59.52 | 28.85 |  1487
   ---------+-------+-------+-------+-------+-------+
   OTHSUP   |  0.16 |  0.81 |  5.68 | 57.47 | 35.88 |   616
   ---------+-------+-------+-------+-------+-------+
   SMNON    |  0.57 |  2.10 | 12.92 | 58.24 | 26.17 |  1238
   ---------+-------+-------+-------+-------+-------+
   SMSUP    |  0.00 |  2.44 |  7.93 | 54.88 | 34.76 |   164
   ---------+-------+-------+-------+-------+-------+
```

Table C.10--continued

```
V120    MISSING = 60
                    |      1|      2|      3|      4|      5|  TOTAL
        --------+------+------+------+------+------+
        OTHNON  |  1.55 |  3.77 | 25.08 | 40.08 | 29.52 |   1487
        --------+------+------+------+------+------+
        OTHSUP  |  0.16 |  2.42 | 15.51 | 46.20 | 35.70 |    619
        --------+------+------+------+------+------+
        SMNON   |  1.78 |  5.98 | 27.22 | 37.24 | 27.79 |   1238
        --------+------+------+------+------+------+
        SMSUP   |  0.00 |  4.27 | 19.51 | 39.02 | 37.20 |    164
        --------+------+------+------+------+------+


V121    MISSING = 58
                    |      1|      2|      3|      4|      5|  TOTAL
        --------+------+------+------+------+------+
        OTHNON  |  0.87 |  3.03 | 19.23 | 36.79 | 40.08 |   1487
        --------+------+------+------+------+------+
        OTHSUP  |  0.16 |  1.94 | 11.31 | 40.06 | 46.53 |    619
        --------+------+------+------+------+------+
        SMNON   |  1.69 |  3.31 | 19.84 | 33.87 | 41.29 |   1240
        --------+------+------+------+------+------+
        SMSUP   |  0.00 |  3.05 | 13.41 | 30.49 | 53.05 |    164
        --------+------+------+------+------+------+


V122    MISSING = 58
                    |      1|      2|      3|      4|      5|  TOTAL
        --------+------+------+------+------+------+
        OTHNON  |  1.08 |  3.63 | 19.17 | 36.92 | 39.21 |   1487
        --------+------+------+------+------+------+
        OTHSUP  |  0.48 |  1.29 | 18.23 | 43.87 | 36.13 |    620
        --------+------+------+------+------+------+
        SMNON   |  1.13 |  4.36 | 23.41 | 34.95 | 36.16 |   1239
        --------+------+------+------+------+------+
        SMSUP   |  0.61 |  3.66 | 18.29 | 36.59 | 40.85 |    164
        --------+------+------+------+------+------+


V123    MISSING = 61
                    |      1|      2|      3|      4|      5|  TOTAL
        --------+------+------+------+------+------+
        OTHNON  |  0.81 |  2.96 | 15.79 | 33.20 | 47.24 |   1488
        --------+------+------+------+------+------+
        OTHSUP  |  0.16 |  0.65 | 10.55 | 36.04 | 52.60 |    616
        --------+------+------+------+------+------+
        SMNON   |  1.45 |  2.91 | 15.09 | 33.82 | 46.73 |   1239
        --------+------+------+------+------+------+
        SMSUP   |  0.00 |  1.22 | 11.59 | 30.49 | 56.71 |    164
        --------+------+------+------+------+------+
```

Table C.10--continued

V124   MISSING = 61

	1	2	3	4	5	TOTAL
OTHNON	1.28	2.82	13.24	28.02	54.64	1488
OTHSUP	0.32	2.42	13.09	31.02	53.15	619
SMNON	1.86	3.72	16.02	26.54	51.86	1236
SMSUP	0.61	4.88	20.12	27.44	46.95	164

V125   MISSING = 60

	1	2	3	4	5	TOTAL
OTHNON	1.34	2.89	10.76	26.77	58.24	1487
OTHSUP	1.62	3.23	15.19	33.12	46.85	619
SMNON	1.86	3.07	14.86	26.66	53.55	1238
SMSUP	3.05	4.88	25.61	22.56	43.90	164

V126   MISSING = 61

	1	2	3	4	5	TOTAL
OTHNON	0.67	3.23	15.01	28.47	52.62	1486
OTHSUP	0.48	3.07	15.35	33.93	47.17	619
SMNON	1.62	3.55	18.98	28.76	47.09	1238
SMSUP	1.22	4.88	28.66	27.44	37.80	164

V127   MISSING = 79

	1	2	3	4	5	TOTAL
OTHNON	2.43	2.43	14.66	23.31	57.16	1480
OTHSUP	5.01	2.26	17.61	25.20	49.92	619
SMNON	6.52	2.93	19.15	20.05	51.34	1227
SMSUP	17.79	3.68	23.93	14.72	39.88	163

Table C.10--continued

SUPERVISOR ITEMS

V128   MISSING = 8

	1|	2|	3|	4|	5|	TOTAL
OTHSUP	3.85	35.42	8.49	42.15	10.10	624
SMSUP	1.84	13.50	11.04	52.15	21.47	163

V129   MISSING = 19

	1|	2|	3|	4|	5|	TOTAL
OTHSUP	9.40	43.76	8.43	32.25	6.16	617
SMSUP	13.21	44.65	8.81	30.19	3.14	159

V130   MISSING = 22

	1|	2|	3|	4|	5|	TOTAL
OTHSUP	29.11	49.59	5.37	13.82	2.11	615
SMSUP	25.95	34.81	9.49	25.32	4.43	158

V131   MISSING = 22

	1|	2|	3|	4|	5|	TOTAL
OTHSUP	14.63	41.30	9.43	33.17	1.46	615
SMSUP	21.52	39.24	12.03	25.95	1.27	158

V132   MISSING = 22

	1|	2|	3|	4|	5|	TOTAL
OTHSUP	20.16	41.63	5.85	27.15	5.20	615
SMSUP	29.11	37.34	10.13	20.25	3.16	158

V133   MISSING = 23

	1|	2|	3|	4|	5|	TOTAL
OTHSUP	5.53	16.59	15.45	52.52	9.92	615
SMSUP	12.10	26.75	21.02	35.67	4.46	157

Table C.10--continued

```
V134    MISSING = 22
                      |     1|      2|      3|      4|      5|  TOTAL
           ---------+--------+--------+--------+--------+--------+
           OTHSUP  |  12.66 |  29.55 |  14.29 |  38.80 |   4.71 |    616
           ---------+--------+--------+--------+--------+--------+
           SMSUP   |  19.75 |  42.68 |  18.47 |  18.47 |   0.64 |    157
           ---------+--------+--------+--------+--------+--------+


V135    MISSING = 26
                      |     1|      2|      3|      4|      5|  TOTAL
           ---------+--------+--------+--------+--------+--------+
           OTHSUP  |   9.95 |  26.10 |  10.77 |  43.23 |   9.95 |    613
           ---------+--------+--------+--------+--------+--------+
           SMSUP   |  14.10 |  33.97 |  12.82 |  24.36 |  14.74 |    156
           ---------+--------+--------+--------+--------+--------+


V136    MISSING = 24
                      |     1|      2|      3|      4|      5|  TOTAL
           ---------+--------+--------+--------+--------+--------+
           OTHSUP  |  10.59 |  28.34 |  18.89 |  39.41 |   2.77 |    614
           ---------+--------+--------+--------+--------+--------+
           SMSUP   |  15.92 |  35.03 |  29.30 |  18.47 |   1.27 |    157
           ---------+--------+--------+--------+--------+--------+


V137    MISSING = 25
                      |     1|      2|      3|      4|      5|  TOTAL
           ---------+--------+--------+--------+--------+--------+
           OTHSUP  |   4.89 |  18.43 |  13.54 |  56.44 |   6.69 |    613
           ---------+--------+--------+--------+--------+--------+
           SMSUP   |  10.83 |  35.03 |  17.20 |  32.48 |   4.46 |    157
           ---------+--------+--------+--------+--------+--------+


V138    MISSING = 26
                      |     1|      2|      3|      4|      5|  TOTAL
           ---------+--------+--------+--------+--------+--------+
           OTHSUP  |   4.58 |  12.42 |   4.41 |  64.22 |  14.38 |    612
           ---------+--------+--------+--------+--------+--------+
           SMSUP   |   5.73 |  12.10 |  10.19 |  56.05 |  15.92 |    157
           ---------+--------+--------+--------+--------+--------+


V139    MISSING = 24
                      |     1|      2|      3     4|      5|  TOTAL
           ---------+--------+--------+--------+--------+--------+
           OTHSUP  |   1.79 |  16.45 |   8.79 |  46.91 |  26.06 |    614
           ---------+--------+--------+--------+--------+--------+
           SMSUP   |   1.91 |   8.92 |   6.37 |  45.22 |  37.58 |    157
           ---------+--------+--------+--------+--------+--------+
```

Table C.10--continued

V140   MISSING = 25

	1	2	3	4	5	TOTAL
OTHSUP	6.85	23.00	10.44	50.57	9.14	613
SMSUP	13.38	32.48	16.56	33.12	4.46	157

V141   MISSING = 24

	1	2	3	4	5	TOTAL
OTHSUP	27.36	49.19	5.86	16.29	1.30	614
SMSUP	42.68	43.95	8.28	5.10	0.00	157

V142   MISSING = 18

	1	2	3	4	5	TOTAL
OTHSUP	7.62	28.85	15.56	42.14	5.83	617
SMSUP	15.00	33.75	16.88	30.00	4.38	160

V143   MISSING = 18

	1	2	3	4	5	TOTAL
OTHSUP	3.08	19.61	18.96	53.97	4.38	617
SMSUP	13.75	23.13	30.63	29.38	3.13	160

V144   MISSING = 20

	1	2	3	4	5	TOTAL
OTHSUP	15.26	55.36	12.01	14.45	2.92	616
SMSUP	11.32	32.70	15.09	30.82	10.06	159

V145   MISSING = 19

	1	2	3	4	5	TOTAL
OTHSUP	6.16	59.64	18.15	14.10	1.94	617
SMSUP	6.29	45.28	24.53	18.24	5.66	159

Table C.10--continued

V146   MISSING = 21

	1	2	3	4	5	TOTAL
OTHSUP	14.15	35.93	5.53	40.49	3.90	615
SMSUP	20.75	38.99	8.18	30.19	1.89	159

V147   MISSING = 22

	1	2	3	4	5	TOTAL
OTHSUP	4.23	16.75	6.99	65.53	6.50	615
SMSUP	6.33	24.05	9.49	56.96	3.16	158

V148   MISSING = 21

	1	2	3	4	5	TOTAL
OTHSUP	12.82	43.18	17.86	25.49	0.65	616
SMSUP	17.09	38.61	23.42	20.25	0.63	158
	106	327	147	189	5	774

V149   MISSING = 22

	1	2	3	4	5	TOTAL
OTHSUP	1.63	22.44	17.24	46.02	12.68	615
SMSUP	1.90	8.86	15.19	48.10	25.95	158

V150   MISSING = 22

	1	2	3	4	5	TOTAL
OTHSUP	13.66	29.11	9.43	41.46	6.34	615
SMSUP	28.48	36.08	6.33	24.05	5.06	158

Table C.10--continued

BACKGROUND ITEMS

V152   MISSING = 105

	1	2	3	4	TOTAL
OTHNON	5.21	25.76	17.44	51.59	1479
OTHSUP	0.49	9.12	8.47	81.92	614
SMNON	8.35	25.87	17.36	48.43	1210
SMSUP	2.50	11.88	10.00	75.63	160

V153   MISSING = 114

	1	2	TOTAL
OTHNON	19.16	80.84	1472
OTHSUP	27.82	72.18	611
SMNON	63.17	36.83	1211
SMSUP	70.00	30.00	160

V154   MISSING = 2252

	1	2	TOTAL
OTHNON	23.64	76.36	275
OTHSUP	16.37	83.63	171
SMNON	28.29	71.71	760
SMSUP	40.00	60.00	110

V155   MISSING = 3216

	1	2	3	4	5	6	TOTAL
OTHNON	20.00	10.77	21.54	29.23	6.15	12.31	65
OTHSUP	18.52	29.63	22.22	18.52	7.41	3.70	27
SMNON	8.80	11.57	20.83	28.24	29.17	1.39	216
SMSUP	11.36	18.18	15.91	27.27	27.27	0.00	44

Table C.10--continued

V156   MISSING = 241

	1	2	3	4	5	6	TOTAL
OTHNON	50.66	0.14	48.29	0.42	0.42	0.07	1431
OTHSUP	53.44	7.56	0.00	0.00	38.66	0.34	582
SMNON	52.23	0.00	46.31	1.03	0.34	0.09	1166
SMSUP	60.14	10.81	0.00	0.00	29.05	0.00	148

V157   MISSING = 154

	1	2	3	4	5	6	7	8	
OTHNON	0.89	0.96	2.33	10.62	15.76	17.00	29.75	3.77
OTHSUP	0.33	0.00	0.33	1.15	3.95	8.24	22.73	3.1ɔ
SMNON	1.17	0.75	4.10	11.56	18.68	14.49	28.14	3.52
SMSUP	0.65	0.00	0.65	1.95	5.84	9.09	15.58	2.60

V157   (CONTINUED)

	9	10	11	12	13	14	15	TOTAL
OTHNON	10.08	3.08	4.59	1.17	0.00	0.00	0.00	1459
OTHSUP	14.00	2.31	14.99	18.95	6.26	2.47	1.15	607
SMNON	9.97	1.34	5.36	0.67	0.17	0.00	0.08	1194
SMSUP	12.99	2.60	16.88	20.13	7.79	2.60	0.65	154

V158   MISSING = 117

	1	2	3	4	TOTAL
OTHNON	20.12	25.29	27.94	26.65	1471
OTHSUP	20.26	23.37	30.23	26.14	612
SMNON	20.35	25.89	34.00	19.77	1209
SMSUP	23.90	23.27	33.33	19.50	159

Table C.10--continued

V159   MISSING = 124

	1	2	3	4	5	TOTAL
OTHNON	0.54	1.16	21.87	75.54	0.89	1468
OTHSUP	2.78	2.29	9.48	85.13	0.33	612
SMNON	4.23	2.74	17.84	73.86	1.33	1205
SMSUP	5.66	1.89	3.14	86.16	3.14	159

V160   MISSING = 120

	1	2	3	4	5	6	TOTAL
OTHNON	13.81	15.85	18.16	24.69	19.52	7.96	1470
OTHSUP	11.60	13.56	18.30	19.61	22.39	14.54	612
SMNON	24.19	13.50	17.23	23.20	18.06	3.81	1207
SMSUP	14.47	14.47	24.53	27.04	15.09	4.40	159

V161   MISSING = 119

	1	2	3	4	5	6	TOTAL
OTHNON	0.75	16.58	33.90	17.46	26.09	5.23	1472
OTHSUP	0.00	2.46	17.87	13.61	49.02	17.05	610
SMNON	2.57	18.74	33.25	18.91	21.72	4.81	1206
SMSUP	0.62	4.97	18.01	18.63	47.20	10.56	161

V162   MISSING = 126

	1	2	3	4	5	TOTAL
OTHNON	9.00	6.34	12.75	23.18	48.74	1467
OTHSUP	8.36	7.38	17.70	29.84	36.72	610
SMNON	9.55	7.56	12.62	23.17	47.09	1204
SMSUP	13.66	12.42	23.60	22.36	27.95	161

Table C.10--continued

```
V163     MISSING = 121
                   |        1|        2|        3|        4|   TOTAL
         ---------+--------+--------+--------+--------+
         OTHNON   |  64.96 |  17.86 |  10.43 |   6.75 |    1467
         ---------+--------+--------+--------+--------+
         OTHSUP   |  73.53 |  14.71 |   7.19 |   4.58 |     612
         ---------+--------+--------+--------+--------+
         SMNON    |  64.54 |  15.99 |  10.60 |   8.86 |    1207
         ---------+--------+--------+--------+--------+
         SMSUP    |  76.40 |   9.32 |   7.45 |   6.83 |     161
         ---------+--------+--------+--------+--------+


V165     MISSING = 158
                   |        1|        2|   TOTAL
         ---------+--------+--------+
         OTHNON   |  15.53 |  84.47 |    1449
         ---------+--------+--------+
         OTHSUP   |   2.97 |  97.03 |     607
         ---------+--------+--------+
         SMNON    |  23.04 |  76.96 |    1198
         ---------+--------+--------+
         SMSUP    |   6.41 |  93.59 |     156
         ---------+--------+--------+


V166     MISSING = 42
                       |        1|        2|        3|        4|   TOTAL
             ---------+--------+--------+--------+--------+
             OTHSUP   |  14.50 |  15.00 |  25.67 |  44.83 |     600
             ---------+--------+--------+--------+--------+
             SMSUP    |  20.92 |  16.99 |  30.07 |  32.03 |     153
             ---------+--------+--------+--------+--------+


V167     MISSING = 43
               |        1|        2|        3|        4|        5|        6|        7|TOTAL
     ---------+--------+--------+--------+--------+--------+--------+--------+
OTHSUP   |   0.50 |   1.67 |  16.86 |  20.70 |  43.40 |  10.18 |   6.68 |  599
     ---------+--------+--------+--------+--------+--------+--------+--------+
SMSUP    |   1.32 |   1.97 |  19.08 |  34.87 |  33.55 |   3.95 |   5.26 |  152
     ---------+--------+--------+--------+--------+--------+--------+--------+
```

Table C.10--continued

```
V168    MISSING = 251
                |        1|        2|        3|        4|        5|        6|   TOTAL
        --------+--------+--------+--------+--------+--------+--------+
        OTHNON  |  16.46 |  34.18 |  26.09 |  11.18 |   7.24 |   4.85 |    1422
        --------+--------+--------+--------+--------+--------+--------+
        OTHSUP  |   2.68 |  21.48 |  40.10 |  22.65 |   8.89 |   4.19 |     596
        --------+--------+--------+--------+--------+--------+--------+
        SMNON   |  11.10 |  34.88 |  31.21 |  10.75 |   7.95 |   4.11 |    1144
        --------+--------+--------+--------+--------+--------+--------+
        SMSUP   |   5.16 |  21.94 |  41.94 |  17.42 |  10.32 |   3.23 |     155
        --------+--------+--------+--------+--------+--------+--------+


V169    MISSING = 225
                |        1|        2|   TOTAL
        --------+--------+--------+
        OTHNON  |  49.90 |  50.10 |    1435
        --------+--------+--------+
        OTHSUP  |  71.76 |  28.24 |     602
        --------+--------+--------+
        SMNON   |  53.73 |  46.27 |    1152
        --------+--------+--------+
        SMSUP   |  60.39 |  39.61 |     154
        --------+--------+--------+


V170    MISSING = 264
                |        1|        2|        3|   TOTAL
        --------+--------+--------+--------+
        OTHNON  |  14.26 |  73.75 |  12.00 |    1417
        --------+--------+--------+--------+
        OTHSUP  |  12.17 |  78.00 |   9.83 |     600
        --------+--------+--------+--------+
        SMNON   |  18.87 |  66.05 |  15.08 |    1134
        --------+--------+--------+--------+
        SMSUP   |  14.38 |  74.51 |  11.11 |     153
        --------+--------+--------+--------+


V171    MISSING = 574
                |        1|        2|   TOTAL
        --------+--------+--------+
        OTHNON  |  23.37 |  76.63 |    1301
        --------+--------+--------+
        OTHSUP  |  19.85 |  80.15 |     549
        --------+--------+--------+
        SMNON   |  12.12 |  87.88 |     998
        --------+--------+--------+
        SMSUP   |   8.22 |  91.78 |     146
        --------+--------+--------+
```

Table C.10--continued

V172   MISSING = 215

	1	2	3	4	5	6	TOTAL
OTHNON	1.33	4.68	6.08	22.64	12.72	34.17	1431
OTHSUP	0.33	3.32	4.81	17.74	9.45	36.15	603
SMNON	0.34	2.58	3.00	15.71	7.90	40.69	1165
SMSUP	0.00	3.25	1.95	14.29	5.19	38.31	154

V172   (CONTINUED)

	7	8	9	10	11	TOTAL
OTHNON	10.76	5.17	1.33	0.77	0.35	1431
OTHSUP	12.94	7.79	3.15	4.15	0.17	603
SMNON	18.97	6.78	2.66	1.20	0.17	1165
SMSUP	15.58	10.39	5.84	4.55	0.65	154

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V173   MISSING = 2206   (ASKED AT SACTO ONLY)

	1	2	3	4	5	TOTAL
SMNON	23.17	27.58	17.25	28.17	3.83	1200
SMSUP	16.05	27.16	12.35	33.95	10.49	162

V174   MISSING = 2207   (ASKED AT SACTO ONLY)

	1	2	3	4	5	TOTAL
SMNON	20.10	26.19	26.69	23.27	3.75	1199
SMSUP	14.20	25.93	22.22	29.63	8.02	162

V175   MISSING = 2206   (ASKED AT SACTO ONLY)

	1	2	3	4	5	TOTAL
SMNON	22.00	12.58	43.17	17.00	5.25	1200
SMSUP	11.11	6.17	36.42	27.78	18.52	162

Appendix D

ADDITIONAL RESULTS FOR QUALITY MEASURES

This appendix presents OLS regression results and annual ALC rates for the measures of work quality discussed in Sec. V of the report. Table D.1 shows regression results for the DSQ measures in Table 25; Table D.2 shows regression results for the DSM measures in Table 26. Dependent variables are as specified in Tables 25 and 26: error rate (as a percentage) for the first 11 measures; RODs initiated as a percentage of receipts and received as a percentage of issues; and, for the last six measures, percent of actions accomplished within time standards (except 2C, high-priority requisitions as percentage of total).

The model used in the regressions is the same in each case. The reference group (intercept) represents the 1985-86 quality level for the comparison ALCs. The "SM8586" coefficient indicates how the 1985-86 quality level at SM-ALC differed from that of the reference group. Similarly, the "SM87" coefficient indicates how the 1987 SM-ALC quality level differed from that of the reference group (1985-86 level). Finally, the "NONSM87" coefficient shows the change in the 1987 quality level for the comparison group relative to its 1985-86 level.

Three significance tests follow the regression results. They evaluate the extent to which the coefficients for the variables in the model differ from each other. The "SMNONSM" test evaluates the significance of the difference between the 1987 results for SM-ALC relative to the 1987 results for the comparison ALCs. The "SM85SM87" test evaluates the 1987 SM-ALC quality level relative to its 1985-86 level. Finally, and of lesser interest, the "SM85NON" test evaluates the difference between the 1985-86 SM-ALC coefficient and the "NONSM87" coefficient (the 1987 results for the comparison ALCs).

For example, the regression results for measure BL7 indicate that the expected error rate for the comparison ALCs in 1985-86 was about 3.4 percent. The SM-ALC error rate in 1985-86 was about 8.9 percentage

points higher (about 12.3 percent) according to the model. This difference was statistically significant (t = 7.89, p < .0001). The 1987 SM-ALC error rate was about 1.7 percentage points higher than the 1985-86 rate for the comparison ALCs (about 5.1 percent). The difference did not quite reach statistical significance (p < .0622). Finally, the 1987 comparison ALC error rate was about 1.7 percentage points lower than its 1985-86 rate (about 1.7 percent). The reduction was significant (t = -2.53, p < .0134).

The significance tests below the regression indicate that: (a) the 1987 BL7 error rate at SM-ALC was significantly higher than the comparison group's 1987 rate (1.66 - (-1.70) = 3.36 percentage points, p < .0001); (b) the improvement in quality at SM-ALC between 1985-86 and 1987 was significant (1.66 - 8.86 = -7.20 percentage points in the error rate, p < .0001); and (c) the 1987 comparison ALC error rate was lower than the 1985-86 SM-ALC error rate (-1.70 - 8.86 = -10.56 percentage points, p < .0001).

Overall, then, the regression results indicate that in 1985-86 the BL7 error rate at SM-ALC was higher than the average rate at the other ALCs. In 1987, the error rate was reduced throughout the system. The improvement at SM-ALC was greater than for the comparison group. Nonetheless, the SM-ALC error rate remained significantly higher than at the other ALCs.

Tables D.3 and D.4 show each ALC's quality rates in 1985, 1986, and 1987 for each measure in Tables 25 and 26, respectively. These are the annual rates referenced in the weighting discussion in Sec. II and combined in the baseline quality analysis. The tables show the average rate for each year and the number of months on which the average is based.

Table D.1

REGRESSION RESULTS FOR DSQ MEASURES

DEP VARIABLE: BL7

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	552.34764	184.11588	40.411	0.0001
ERROR	71	323.47881	4.55603955		
C TOTAL	74	875.82645			

ROOT MSE	2.134408	R-SQUARE	0.6307
DEP MEAN	3.100796	ADJ R-SQ	0.6151
C.V.	66.937711		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > $|T|$
INTERCEP	1	3.39775962	0.59200049	5.739	0.0001
SM8586	1	8.06000718	1.12324196	7.088	0.0001
SM87	1	1.65678584	0.87444268	1.895	0.0622
MOM5M87	1	-1.69993353	0.67045426	-2.535	0.0134

TEST: SM8586SM87
NUMERATOR: 100.024 DF: 1 F VALUE: 21.9542
DENOMINATOR: 4.55604 DF: 71 PROB >F: 0.0001

TEST: SM8585M87
NUMERATOR: 178.359 DF: 1 F VALUE: 39.1479
DENOMINATOR: 4.55604 DF: 71 PROB >F: 0.0001

TEST: SM85MOM
NUMERATOR: 502.899 DF: 1 F VALUE: 110.3807
DENOMINATOR: 4.55604 DF: 71 PROB >F: 0.0001

Table D.1--continued

DEP VARIABLE: PLA

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	44.61473049	14.87157683	22.679	0.0001
ERROR	152	99.67121901	0.65573170		
C TOTAL	155	144.28595			

ROOT MSE	0.8097726	R-SQUARE	0.3092	
DEP MEAN	1.371532	ADJ R-SQ	0.2956	
C.V.	59.04148			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > $|T|$
INTERCEP	1	1.82204800	0.08942443	20.375	0.0001
SM85M86	1	-1.21261048	0.22131416	-5.479	0.0001
SM87	1	-0.10386618	0.26001673	-0.399	0.6901
NOM5M87	1	-1.05021821	0.14015015	-7.143	0.0001

TEST: SM85NOM	NUMERATOR: 8.11857	DF: 1	F VALUE: 12.3809
	DENOMINATOR: 0.655732	DF: 152	PROB >F: 0.0006

TEST: SM85SM87	NUMERATOR: 8.01331	DF: 1	F VALUE: 12.2204
	DENOMINATOR: 0.655732	DF: 152	PROB >F: 0.0006

TEST: SM85NOM	NUMERATOR: 0.28453	DF: 1	F VALUE: 0.4339
	DENOMINATOR: 0.655732	DF: 152	PROB >F: 0.5111

Table D.1--continued

DEP VARIABLE: BL2

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	40.88482655	13.62827552	8.794	0.0001
ERROR	154	238.66243	1.54975606		
C TOTAL	157	279.54726			

ROOT MSE	1.244892	R-SQUARE	0.1463
DEP MEAN	1.915726	ADJ R-SQ	0.1296
C.V.	64.98277		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	2.31668358	0.13664465	16.954	0.0001
SM85SM.	1	-0.96430262	0.30408826	-3.171	0.0018
SM87	1	-1.74395630	0.39944796	-4.366	0.0001
NONSM87	1	-0.55621846	0.23390724	-2.378	0.0186

TEST: SM8ONSM   NUMERATOR: 12.3569   DF: 1   F VALUE: 7.9734
                DENOMINATOR: 1.54976 DF: 154   PROB >F : 0.0054

TEST: SM85SM87 NUMERATOR: 4.38799   DF: 1   F VALUE: 2.8314
                DENOMINATOR: 1.54976 DF: 154   PROB >F : 0.0945

TEST: SM85NON   NUMERATOR: 2.34967   DF: 1   F VALUE: 1.5162
                DENOMINATOR: 1.54976 DF: 154   PROB >F : 0.2201

Table D.1--continued

DEP VARIABLE: BL5

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	212.92855	70.97618183	16.423	0.0001
ERROR	111	479.70844	4.32169766		
C TOTAL	114	692.63699			

ROOT MSE	2.078869	R-SQUARE	0.3074
DEP MEAN	3.077351	ADJ R-SQ	0.2807
C.V.	67.55386		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > $|T|$
INTERCEP	1	4.19050192	0.26191292	16.000	0.0001
SM85M86	1	-2.89640484	0.55560120	-5.213	0.0001
SM87	1	-3.60716859	0.65470229	-5.509	0.0001
NONSM87	1	-1.48141101	0.51481956	-2.878	0.0048

TEST: SM86NSM NUMERATOR: 35.0875 DF: 1   F VALUE: 8.1189
               DENOMINATOR: 4.3217 DF: 111 PROB >F : 0.0052

TEST: SM85SM87 NUMERATOR: 3.63733 DF: 1   F VALUE: 0.8416
                DENOMINATOR: 4.3217 DF: 111 PROB >F : 0.3609

TEST: SM85NOM NUMERATOR: 19.8219 DF: 1   F VALUE: 4.5866
               DENOMINATOR: 4.3217 DF: 111 PROB >F : 0.0344

Table D.1--continued

DEP VARIABLE: SL1

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	3.58188471	1.19396157	0.583	0.6313
ERROR	118	241.62064	2.04763257		
C TOTAL	121	245.20253			

ROOT MSE	1.430955	R-SQUARE	0.0146
DEP MEAN	1.71381	ADJ R-SQ	-0.0104
C.V.	83.49451		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	1.78532764	0.17740814	10.059	0.0001
SM0586	1	0.08204721	0.46653023	0.176	0.8607
SM07	1	0.22570347	0.50893690	0.444	0.6581
MONSM87	1	-0.31505737	0.29469215	-1.069	0.2872

TEST: SM8MONSM NUMERATOR: 2.11751 DF: 1 F VALUE: 1.0341
DENOMINATOR: 2.04763 DF: 118 PROB >F: 0.3113

TEST: SM85SM87 NUMERATOR: 0.102268 DF: 1 F VALUE: 0.0499
DENOMINATOR: 2.04763 DF: 118 PROB >F: 0.8235

TEST: SM85MON NUMERATOR: 1.3371 DF: 1 F VALUE: 0.6530
DENOMINATOR: 2.04763 DF: 118 PROB >F: 0.4207

Table D.1--continued

DEP VARIABLE: SL4

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	29.22832169	9.74277390	16.583	0.0001
ERROR	142	83.42555315	0.58750390		
C TOTAL	145	112.65387			

ROOT MSE	0.766488	R-SQUARE	0.2595	
DEP MEAN	1.482568	ADJ R-SQ	0.2438	
C.V.	51.70002			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	1.84118365	0.08792221	20.941	0.0001
SM8586	1	-1.04993365	0.19262790	-5.451	0.0001
SM87	1	0.04063453	0.24726455	0.164	0.8697
NON8M87	1	-0.81554263	0.15097853	-5.402	0.0001

TEST: SM8ONSM NUMERATOR: 6.28948 DF: 1 F VALUE: 10.7054
DENOMINATOR: 0.587504 DF: 142 PROB >F: 0.0013

TEST: SM858M87 NUMERATOR: 8.44047 DF: 1 F VALUE: 14.3667
DENOMINATOR: 0.587504 DF: 142 PROB >F: 0.0002

TEST: SM85NON NUMERATOR: 0.726314 DF: 1 F VALUE: 1.2363
DENOMINATOR: 0.587504 DF: 142 PROB >F: 0.2681

Table D.1--continued

DEP VARIABLE: SL6

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	1.08770370	0.36256790	1.939	0.1257
ERROR	112	20.94228285	0.18698467		
C TOTAL	115	22.02998655			

ROOT MSE	0.4324172	R-SQUARE	0.0494
DEP MEAN	0.683008	ADJ R-SQ	0.0239
C.V.	63.31071		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > $|T|$
INTERCEP	1	0.72563858	0.05996548	12.101	0.0001
SM8586	1	0.15095569	0.13408609	1.126	0.2627
SM87	1	-0.20063858	0.13848435	-1.449	0.1502
NORSM87	1	-0.11538217	0.09159079	-1.260	0.2104

TEST: SM8ONSM   NUMERATOR: .0667006   DF: 1   F VALUE: 0.3567
DENOMINATOR: 0.186985   DF: 112   PROB >F: 0.5515

TEST: SM85SM87   NUMERATOR: 0.77138   DF: 1   F VALUE: 4.1254
DENOMINATOR: 0.186985   DF: 112   PROB >F: 0.0446

TEST: SM85NON   NUMERATOR: 0.691625   DF: 1   F VALUE: 3.6988
DENOMINATOR: 0.186985   DF: 112   PROB >F: 0.0570

Table D.1--continued

DEP VARIABLE: TL3

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	11.01635917	3.67211972	3.345	0.0210
ERROR	136	149.31550	1.09790809		
C TOTAL	139	160.33186			

ROOT MSE	1.047811	R-SQUARE	0.0687
DEP MEAN	1.189412	ADJ R-SQ	0.0482
C.V.	88.09408		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	1.32321504	0.12019218	11.009	0.0001
SM85M6	1	-0.84154719	0.38946716	-2.161	0.0325
SM7	1	-0.87321504	0.35247265	-2.477	0.0145
NONSM87	1	-0.07104112	0.19573892	-0.363	0.7172

TEST: SM86NSM

NUMERATOR:	5.28575	DF:	1	F VALUE:	4.8144
DENOMINATOR:	1.09791	DF:	136	PROB >F:	0.0299

TEST: SM85SM87

| NUMERATOR: | .0044571 | DF: | 1 | F VALUE: | 0.0041 |
| DENOMINATOR: | 1.09791 | DF: | 136 | PROB >F: | 0.9493 |

TEST: SM85NON

| NUMERATOR: | 4.04582 | DF: | 1 | F VALUE: | 3.6850 |
| DENOMINATOR: | 1.09791 | DF: | 136 | PROB >F: | 0.0570 |

Table D.1--continued

DEP VARIABLE: VL1

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.66944873	0.22314958	1.033	0.3812
ERROR	123	26.55851163	0.21592286		
C TOTAL	126	27.22796036			

ROOT MSE	0.464675	R-SQUARE	0.0246	
DEP MEAN	0.3532447	ADJ R-SQ	0.0008	
C.V.	131.5440			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	0.39834595	0.05635012	7.069	0.0001
SM85M6	1	-0.11160768	0.12600270	-0.886	0.3775
SM87	1	-0.25834595	0.15737732	-1.642	0.1032
MONSM87	1	-0.03897095	0.09961388	-0.391	0.6963

TEST: SM86NSM   NUMERATOR: 0.36667   DF: 1   F VALUE: 1.6982
                 DENOMINATOR: 0.215923 DF: 123   PROB >F : 0.1950

TEST: SM85SM87   NUMERATOR: 0.135573   DF: 1   F VALUE: 0.6279
                 DENOMINATOR: 0.215923 DF: 123   PROB >F : 0.4297

TEST: SM85NON   NUMERATOR: .0585754   DF: 1   F VALUE: 0.2713
                 DENOMINATOR: 0.215923 DF: 123   PROB >F : 0.6034

Table D.1--continued

DEP VARIABLE: VL2

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	7.6716219B	2.55720733	1.070	0.3694
ERROR	59	140.96411	2.38922212		
C TOTAL	62	148.63573			

ROOT MSE	1.545711	R-SQUARE	0.0516	
DEP MEAN	0.5382636	ADJ R-SQ	0.0034	
C.V.	207.1661			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	0.85183661	0.26907373	3.166	0.0024
SM8586	1	-0.85183661	0.60914156	-1.398	0.1672
SM87	1	-0.85183661	0.74178507	-1.148	0.2555
NONSM87	1	-0.51066014	0.46145763	-1.107	0.2729

TEST: SM86NONSM
NUMERATOR:	0.449733	DF:	1	F VALUE:	0.1882
DENOMINATOR:	2.38922	DF:	59	PROB >F:	0.6660

TEST: SM85SM87
NUMERATOR:	2.4E-33	DF:	1	F VALUE:	0.0000
DENOMINATOR:	2.38922	DF:	59	PROB >F:	1.0000

TEST: SM85NON
NUMERATOR:	0.633224	DF:	1	F VALUE:	0.2650
DENOMINATOR:	2.38922	DF:	59	PROB >F:	0.6086

Table D.1--continued

DEP VARIABLE: VL3

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	100.63465	33.54488278	8.036	0.0001
ERROR	142	592.77758	4.17448999		
C TOTAL	145	693.41223			

ROOT MSE	2.043157		R-SQUARE	0.1451
DEP MEAN	1.995773		ADJ R-SQ	0.1271
C.V.	102.3742			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	2.12093738	0.23283933	9.109	0.0001
SM0586	1	-1.54740270	0.51277544	-3.018	0.0030
SM7	1	-1.77093738	0.68677737	-2.579	0.0109
MONSM87	1	0.77906262	0.40156240	1.940	0.0544

TEST: SM0NONSM   NUMERATOR: 51.7546   DF: 1   F VALUE: 12.3978
                 DENOMINATOR: 4.17449 DF: 142 PROB >F : 0.0006

TEST: SM05SM87   NUMERATOR: 0.333118 DF: 1   F VALUE: 0.0798
                 DENOMINATOR: 4.17449 DF: 142 PROB >F : 0.7780

TEST: SM05MON   NUMERATOR: 71.5543   DF: 1   F VALUE: 17.1408
                 DENOMINATOR: 4.17449 DF: 142 PROB >F : 0.0001

Table D.1--continued

DEP VARIABLE: INITP

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.000347972	0.000115991	3.918	0.0098
ERROR	171	0.005062986	0.000029608		
C TOTAL	174	0.005410958			

ROOT MSE	0.005441333	R-SQUARE	0.0643
DEP MEAN	0.008135141	ADJ R-SQ	0.0479
C.V.	66.88677		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	0.008814577	0.000567298	15.538	0.0001
SM8586	1	-0.003265645	0.001268517	-2.574	0.0109
SM87	1	-0.003908061	0.001670081	-2.340	0.0204
SM8587	1	-0.000064694	0.000968846	0.067	0.9468

TEST: SM86NSM NUMERATOR: 1.5E-04 DF: 1   F VALUE: 5.1173
                DENOMINATOR: 3.0E-05 DF: 171 PROB >F: 0.0249

TEST: SM85SM87 NUMERATOR: 3.3E-06 DF: 1   F VALUE: 0.1099
                DENOMINATOR: 3.0E-05 DF: 171 PROB >F: 0.7406

TEST: SM85NON NUMERATOR: 1.7E-04 DF: 1   F VALUE: 5.8247
                DENOMINATOR: 3.0E-05 DF: 171 PROB >F: 0.0169

Table D.1--continued

DEP VARIABLE: RECVP

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.000024328	.0000081094	5.466	0.0014
ERROR	171	0.000253704	.0000014B165		
C TOTAL	174	0.000278032			

ROOT MSE	0.001218051	R-SQUARE	0.0875
DEP MEAN	0.002890063	ADJ R-SQ	0.0715
C.V.	42.13453		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	0.003106099	0.000126991	24.459	0.0001
SM8586	1	-0.000708301	0.000283960	-2.494	0.0136
SM87	1	-0.001297228	0.000373850	-3.470	0.0007
NONSM87	1	-0.000121016	0.000216878	-0.558	0.5776

TEST: SM8O85M   NUMERATOR: 1.3E-05   DF: 1   F VALUE: 8.9518
                DENOMINATOR: 1.5E-06   DF: 171   PROB >F : 0.0032

TEST: SM85SM87   NUMERATOR: 2.7E-06   DF: 1   F VALUE: 1.8435
                 DENOMINATOR: 1.5E-06   DF: 171   PROB >F : 0.1763

TEST: SM85NON   NUMERATOR: 5.4E-06   DF: 1   F VALUE: 3.6147
                 DENOMINATOR: 1.5E-06   DF: 171   PROB >F : 0.0590

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Table D.2

REGRESSION RESULTS FOR DSM MEASURES

DEP VARIABLE: P1E

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	685.96660	228.65553	8.925	0.0001
ERROR	136	3484.37083	25.62037377		
C TOTAL	139	4170.33743			

ROOT MSE	5.061657	R-SQUARE	0.1645	
DEP MEAN	93.69571	ADJ R-SQ	0.1461	
C.V.	5.402229			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > $|T|$
INTERCEP	1	91.71875000	0.63270715	144.962	0.0001
SM4586	1	5.89375000	1.41477620	4.166	0.0001
SM87	1	5.89791667	1.59227808	3.704	0.0003
NONSM87	1	2.32708333	0.96647614	2.408	0.0174

TEST: SM86NSM   NUMERATOR: 122.408   DF: 1   F VALUE: 4.7778
                 DENOMINATOR: 25.6204 DF: 136   PROB >F: 0.0305

TEST: SM85SM87   NUMERATOR: 1.2E-04   DF: 1   F VALUE: 0.0000
                  DENOMINATOR: 25.6204 DF: 136   PROB >F: 0.9983

TEST: SM85NOM   NUMERATOR: 152.653   DF: 1   F VALUE: 5.9583
                 DENOMINATOR: 25.6204 DF: 136   PROB >F: 0.0159

Table D.2--continued

DEP VARIABLE: PIG

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	2768.79529	922.93176	8.466	0.0001
ERROR	136	14825.65443	109.01216		
C TOTAL	139	17594.44971			

ROOT MSE	10.44089	R-SQUARE	0.1574	
DEP MEAN	75.10857	ADJ R-SQ	0.1388	
C.V.	13.90106			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	74.51718750	1.30511114	57.096	0.0001
SM85M6	1	11.87656250	2.91831722	4.070	0.0001
SM7	1	3.17447917	3.28445766	0.967	0.3355
MONSM87	1	-3.02760417	1.99359019	-1.519	0.1312

TEST: SM8MONSM   NUMERATOR: 369.272   DF: 1   F VALUE: 3.3874
                  DENOMINATOR: 109.012   DF: 136 PROB >F : 0.0679

TEST: SM85SM87   NUMERATOR: 519.266   DF: 1   F VALUE: 4.7634
                  DENOMINATOR: 109.012   DF: 136 PROB >F : 0.0308

TEST: SM85MON   NUMERATOR: 2665.61   DF: 1   F VALUE: 24.4524
                  DENOMINATOR: 109.012   DF: 136 PROB >F : 0.0001

Table D.2--continued

DEP VARIABLE: P2C

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	640.91417	213.63806	4.059	0.0086
ERROR	131	6895.24266	52.6354012		
C TOTAL	134	7536.15683			

ROOT MSE	7.255029	R-SQUARE	0.0850
DEP MEAN	30.90797	ADJ R-SQ	0.0641
C.V.	23.47301		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	33.06666667	0.93662017	35.304	0.0001
SM8586	1	-2.48520976	2.09434636	-1.187	0.2375
SM87	1	-6.82086565	2.29424149	-2.977	0.0035
NONSM87	1	-3.58750000	1.40493025	-2.554	0.0118

TEST: SM8ONSM
NUMERATOR:	100.862	DF:	1	F VALUE:	1.9162
DENOMINATOR:	52.6354	DF:	131	PROB >F:	0.1686

TEST: SM85SM87
NUMERATOR:	125.782	DF:	1	F VALUE:	2.3897
DENOMINATOR:	52.6354	DF:	131	PROB >F:	0.1246

TEST: SM85NON
NUMERATOR:	13.8862	DF:	1	F VALUE:	0.2638
DENOMINATOR:	52.6354	DF:	131	PROB >F:	0.6084

Table D.2--continued

DEP VARIABLE: P2D1

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	1181.20620	393.73540	13.049	0.0001
ERROR	171	5159.74157	30.17392731		
C TOTAL	174	6340.94777			

ROOT MSE	5.49308	R-SQUARE	0.1863
DEP MEAN	92.53314	ADJ R-SQ	0.1720
C.V.	5.936338		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	94.57291667	0.56063512	168.689	0.0001
SM8586	1	-2.01041667	1.25361825	-1.604	0.1106
SM87	1	-7.88950333	1.68190537	-4.691	0.0001
NONSM87	1	-4.97756783	1.00798362	-4.938	0.0001

TEST: SM87NSM NUMERATOR: 79.5563 DF: 1 F VALUE: 2.6366
DENOMINATOR: 30.1739 DF: 171 PROB >F: 0.1063

TEST: SM858M87 NUMERATOR: 276.517 DF: 1 F VALUE: 9.1641
DENOMINATOR: 30.1739 DF: 171 PROB >F: 0.0029

TEST: SM85NON NUMERATOR: 135.608 DF: 1 F VALUE: 4.4942
DENOMINATOR: 30.1739 DF: 171 PROB >F: 0.0355

Table D.2--continued

DEP VARIABLE: P2D2

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	637.52734	212.50911	16.310	0.0001
ERROR	171	2228.04043	13.02947619		
C TOTAL	174	2865.56777			

ROOT MSE	3.609637	R-SQUARE	0.2225
DEP MEAN	96.41886	ADJ R-SQ	0.2088
C.V.	3.743704		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB > |T|
INTERCEP	1	97.78229167	0.36840699	265.419	0.0001
SM85M6	1	-0.36979167	0.82378307	-0.449	0.6541
SM87	1	-4.22395833	1.10522097	-3.822	0.0002
MONSM87	1	-4.16368702	0.66237058	-6.286	0.0001

TEST: SM8MONSM

NUMERATOR:	.0340807	DF:	1	F VALUE:	0.0026
DENOMINATOR:	13.0295	DF:	171	PROB >F :	0.9593

TEST: SM85SM87

NUMERATOR:	118.837	DF:	1	F VALUE:	9.1206
DENOMINATOR:	13.0295	DF:	171	PROB >F :	0.0029

TEST: SM85MON

NUMERATOR:	221.705	DF:	1	F VALUE:	17.0157
DENOMINATOR:	13.0295	DF:	171	PROB >F :	0.0001

Table D.2--continued

DEP VARIABLE: P2D3

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	292.50376	97.50125427	1.573	0.1961
ERROR	171	10597.94481	61.97628543		
C TOTAL	174	10890.44857			

ROOT MSE	7.872502	R-SQUARE	0.0269	
DEP MEAN	97.37714	ADJ R-SQ	0.0098	
C.V.	8.084548			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB > |T|
INTERCEP	1	97.76145833	0.80348386	121.672	0.0001
SM8586	1	1.60937500	1.79664452	0.896	0.3716
SM87	1	-0.07812500	2.41045157	-0.032	0.9742
MONSM87	1	-2.44052810	1.44460904	-1.689	0.0930

TEST: SM8NONSM   NUMERATOR: 52.3594   DF: 1   F VALUE: 0.8448
                 DENOMINATOR: 61.9763 DF: 171   PROB >F : 0.3593

TEST: SM85SM87   NUMERATOR: 22.7812   DF: 1   F VALUE: 0.3676
                 DENOMINATOR: 61.9763 DF: 171   PROB >F : 0.5451

TEST: SM85MON   NUMERATOR: 252.635   DF: 1   F VALUE: 4.0763
                 DENOMINATOR: 61.9763 DF: 171   PROB >F : 0.0451

Table D.3

ANNUAL RESULTS FOR DSQ MEASURES

YEAR			ALC				
			OC	OO	SA	SM	WR
85	BL7	MEAN	.	.	.	.	.
		N	0.00	0.00	0.00	0.00	0.00
86	BL7	MEAN	0.78	5.69	.	12.26	2.68
		N	3.00	5.00	0.00	5.00	5.00
87	BL7	MEAN	0.43	3.42	0.40	5.05	2.57
		N	12.00	11.00	11.00	11.00	12.00

Table D.3--continued

YEAR			OC	OO	SA	SM	WR
85	PL4	MEAN	2.27	2.79	1.73	0.88	2.00
		N	9.00	9.00	9.00	4.00	9.00
86	PL4	MEAN	1.88	1.65	0.88	0.52	1.75
		N	11.00	11.00	12.00	12.00	12.00
87	PL4	MEAN	1.03	0.50	0.45	1.72	1.05
		N	12.00	11.00	12.00	11.00	12.00

ALC

Table D.3--continued

YEAR			ALC				
			OC	OO	SA	SM	WR
85	RL2	MEAN	3.16	0.97	2.53	1.33	2.19
		N	9.00	9.00	9.00	9.00	9.00
86	RL2	MEAN	4.13	1.43	2.30	1.37	1.87
		N	11.00	12.00	12.00	12.00	12.00
87	RL2	MEAN	2.53	1.45	1.58	0.57	1.43
		N	11.00	11.00	12.00	11.00	9.00

Table D.3--continued

YEAR	RLS		OC	OO	ALC SA	SM	WR
85	RLS	MEAN	6.47	3.53	2.87	1.28	3.89
		N	9.00	8.00	9.00	7.00	9.00
86	RLS	MEAN	5.40	5.72	2.42	1.30	3.33
		N	5.00	7.00	4.00	11.00	12.00
87	RLS	MEAN	1.25	6.30	2.75	0.58	2.58
		N	4.00	2.00	4.00	12.00	12.00

Table D.3--continued

YEAR		OC		OO		SA		SM		WR	
						ALC					
85	SL1	MEAN	3.44	0.05	1.96	3.09	1.94
		N	8.00	3.00	8.00	5.00	9.00
86	SL1	MEAN	3.17	0.65	1.14	0.85	1.53
		N	7.00	10.00	10.00	6.00	10.00
87	SL1	MEAN	1.74	0.45	0.94	2.01	1.94
		N	12.00	2.00	12.00	9.00	11.00

Table D.3—continued

YEAR			OC	OO	ALC SA	SM	WR
85	SL4	MEAN	2.02	1.35	2.87	0.56	1.86
		N	9.00	5.00	9.00	9.00	9.00
86	SL4	MEAN	1.84	1.47	1.87	0.98	1.40
		N	11.00	11.00	11.00	11.00	11.00
87	SL4	MEAN	1.43	0.43	0.61	1.88	1.18
		N	12.00	3.00	12.00	11.00	12.00

Table D.3--continued

YEAR			OC	OO	SA	SM	WR
85	SL6	MEAN	0.50	0.67	1.04	1.47	0.75
		N	6.00	6.00	6.00	6.00	6.00
86	SL6	MEAN	0.55	0.50	0.91	0.36	0.89
		N	7.00	7.00	7.00	7.00	7.00
87	SL6	MEAN	0.37	0.80	0.73	0.52	0.67
		N	12.00	3.00	12.00	12.00	12.00

Table D.3--continued

| YEAR | TL3 | | ALC | | | | |
			OC	OO	SA	SM	WR
85	TL3	MEAN	3.79	0.79	0.37	0.13	1.04
		N	6.00	8.00	9.00	2.00	9.00
86	TL3	MEAN	2.41	1.06	0.36	0.60	1.37
		N	11.00	12.00	9.00	6.00	12.00
87	TL3	MEAN	1.56	1.42	0.47	0.45	1.58
		N	12.00	10.00	12.00	10.00	12.00

Table D.3—continued

YEAR			ALC					
			OC	OO	SA	SM	WR
85	VL1	MEAN	0.32	0.07	0.81	0.42	0.35
		N	8.00	7.00	6.00	7.00	7.00
86	VL1	MEAN	0.28	0.41	0.45	0.19	0.55
		N	11.00	11.00	7.00	10.00	11.00
87	VL1	MEAN	0.22	.	0.34	0.14	0.49
		N	9.00	0.00	12.00	10.00	11.00

Table D.3—continued

YEAR			ALC				
			OC	OO	BA	SM	WR
85	VL2	MEAN	0.00	1.60	2.43	0.00	0.12
		N	3.00	3.00	5.00	3.00	3.00
86	VL2	MEAN	0.91	0.00	1.04	0.00	0.00
		N	5.00	4.00	6.00	5.00	4.00
87	VL2	MEAN	1.25	.	0.00	0.00	0.09
		N	4.00	0.00	4.00	5.00	9.00

Table D.3--continued

YEAR			OC	OO	ALC SA	SM	WR
85	VL3	MEAN	0.73	1.14	5.11	0.79	1.33
		N	8.00	9.00	9.00	9.00	9.00
86	VL3	MEAN	2.00	1.35	4.46	0.40	0.88
		N	10.00	11.00	10.00	11.00	11.00
87	VL3	MEAN	2.61	3.60	4.47	0.35	1.44
		N	12.00	3.00	12.00	10.00	12.00

Table B.3—continued

YEAR	INITP		OC	OO	ALC BA	SM	VR
85	INITP	MEAN	0.56	1.07	0.35	0.63	0.84
		N	12.00	12.00	12.00	12.00	12.00
86	INITP	MEAN	0.55	1.82	0.69	0.47	0.37
		N	11.00	11.00	11.00	11.00	11.00
87	INITP	MEAN	0.44	1.61	0.77	0.49	0.74
		N	12.00	12.00	12.00	12.00	12.00

Table D.3--continued

		ALC				
YEAR	RECVR	OC	OO	SA	SM	VR
85	MEAN	0.38	0.17	0.34	0.34	0.34
	N	12.00	12.00	12.00	12.00	12.00
86	MEAN	0.37	0.17	0.34	0.13	0.38
	N	11.00	11.00	11.00	11.00	11.00
87	MEAN	0.30	0.15	0.36	0.18	0.38
	N	12.00	12.00	12.00	12.00	12.00

Table D.4

ANNUAL RESULTS FOR DSM MEASURES

YEAR	PIE		OC	OO	ALC SA	SM	WR
1985	PIE	MEAN	86.50	97.50	88.25	97.75	86.25
		N	4.00	4.00	4.00	4.00	4.00
1986	PIE	MEAN	90.33	94.63	96.67	97.57	88.03
		N	12.00	12.00	12.00	12.00	12.00
1987	PIE	MEAN	92.17	97.77	98.50	97.62	87.74
		N	12.00	12.00	12.00	12.00	12.00

Table D.4—continued

YEAR	PIG		ALC				
			OC	OO	SA	SM	WR
1985	PIG	MEAN	55.25	84.17	68.50	91.20	70.62
		N	4.00	4.00	4.00	4.00	4.00
1986	PIG	MEAN	65.75	84.34	81.08	84.79	73.40
		N	12.00	12.00	12.00	12.00	12.00
1987	PIG	MEAN	63.08	64.67	86.08	77.69	72.12
		N	12.00	12.00	12.00	12.00	12.00

Table D.4--continued

YEAR			OC	OO	ALC SA	SM	WR
1985	P2C	MEAN	33.00	32.30	45.67	32.56	36.77
		N	3.00	3.00	3.00	3.00	3.00
1986	P2C	MEAN	28.92	33.08	34.92	30.09	31.48
		N	12.00	12.00	12.00	12.00	12.00
1987	P2C	MEAN	28.83	30.88	30.17	26.24	28.03
		N	12.00	12.00	12.00	12.00	12.00

Table D.4--continued

YEAR			ALC				
			OC	OO	SA	SM	WR
1985	P2D1	MEAN	92.42	90.52	91.08	93.35	96.90
		N	12.00	12.00	12.00	12.00	12.00
1986	P2D1	MEAN	91.75	97.92	93.17	91.77	94.82
		N	12.00	12.00	12.00	12.00	12.00
1987	P2D1	MEAN	89.86	88.19	89.25	86.68	91.19
		N	7.00	12.00	12.00	12.00	12.00

Table D.4—continued

YEAR	P2D8		ALC				
			OC	OO	SA	SM	WR
1965	P2D8	MEAN	97.50	99.51	95.08	97.80	98.42
		N	12.00	12.00	12.00	12.00	12.00
1966	P2D8	MEAN	97.33	99.05	97.25	97.02	98.11
		N	12.00	12.00	12.00	12.00	12.00
1967	P2D8	MEAN	95.29	90.42	93.83	93.56	95.62
		N	7.00	12.00	12.00	12.00	12.00

Table D.4--continued

YEAR			ALC OC	ALC OO	ALC SA	ALC SM	ALC UR
1965	P2D3	MEAN	99.00	98.94	97.42	99.22	99.57
		SD	12.00	12.00	12.00	12.00	12.00
1966	P2D3	MEAN	99.00	98.00	91.00	99.52	99.16
		SD	12.00	12.00	12.00	12.00	12.00
1967	P2D3	MEAN	99.00	87.81	97.50	97.68	98.42
		SD	7.00	12.00	12.00	12.00	12.00

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